

ALLIED HEALTH PRACTITIONERS COUNCIL OF ZIMBABWE

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Registrar : Farirai Maziriri

Dear Valued Readers,

“It is with great enthusiasm that I extend a warm and heartfelt welcome to all practitioners and members of the public to the Allied Health Practitioners Council of Zimbabwe (AHPCZ) as we embark on our shared journey through 2025. I sincerely wish everyone a year filled with progress, growth, and prosperity.

I would also like to take this opportunity to express my deep gratitude to all those who continue to support our efforts in improving healthcare delivery in Zimbabwe. Through the regulation of health practitioners, our work is crucial to ensuring that the standard of care remains high and continues to evolve in response to the needs of our communities. I would like to remind all practitioners of the importance of compliance with our regulatory standards, particularly in ensuring the validity of their 2025 practising certificates. The AHPCZ is unwavering in its commitment to the continuous development of every profession under our guidance, striving for progress and embracing innovative ideas that will contribute to the advancement of healthcare in our country.

This newsletter provides a comprehensive overview of key events from the first quarter, as well as insightful and informative articles contributed by various practitioners. These articles are designed to educate, inform, and inspire, all readers as they offer valuable perspectives on our collective work.

Thank you for your ongoing commitment, and I wish you all an enriching and engaging read.”

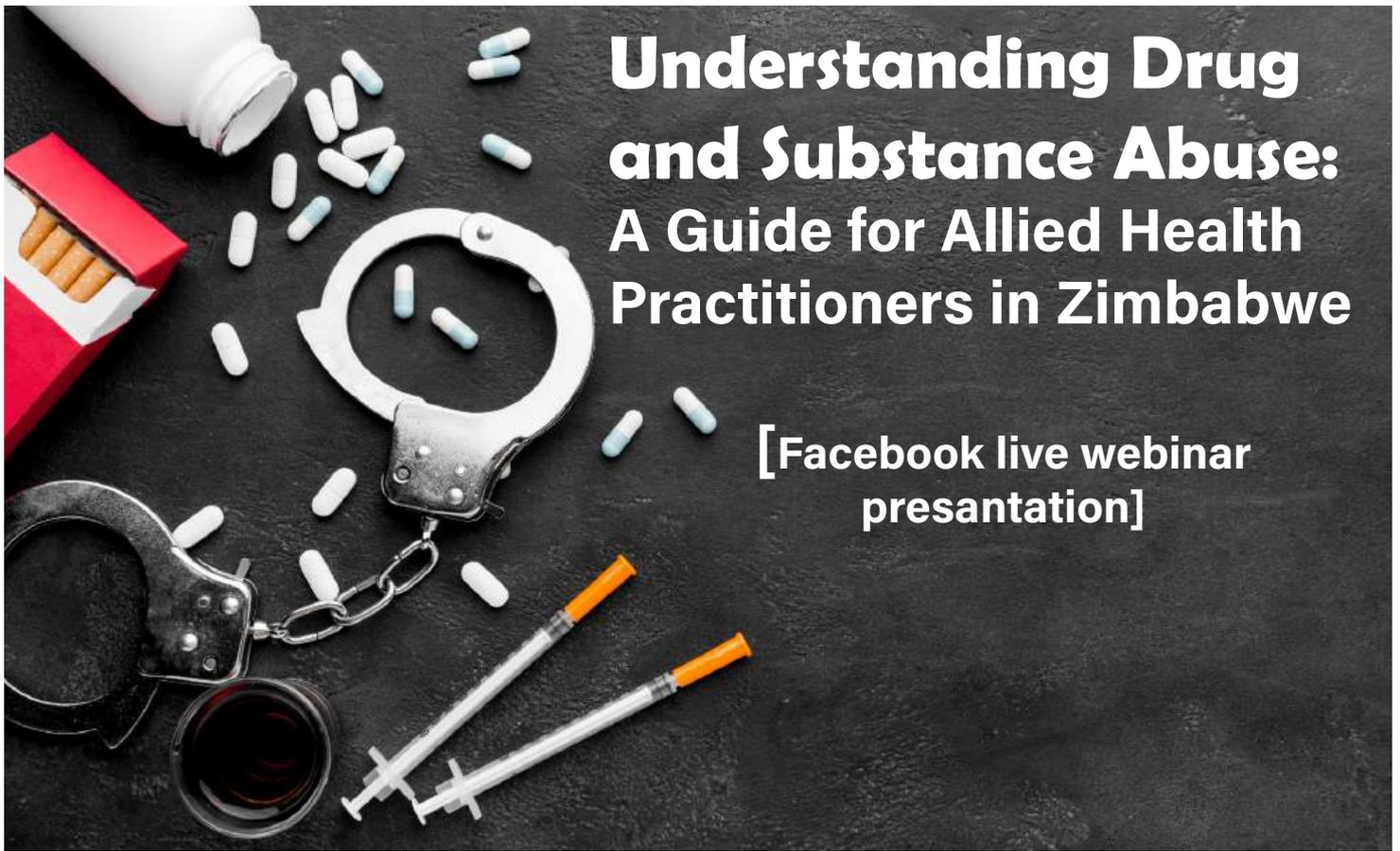
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SAY NO TO DRUGS





Understanding Drug and Substance Abuse: A Guide for Allied Health Practitioners in Zimbabwe

[Facebook live webinar presentation]

Article by: Netsai Risinamhodzi

Introduction

Drug and substance abuse is a pervasive and complex issue that transcends age, gender, and socioeconomic status. It is not merely a personal struggle but a societal challenge that impacts families, communities, and nations. In Zimbabwe, the misuse of legal substances like alcohol and prescription medications, coupled with the dangerous allure of illicit drugs and lethal street concoctions, has evolved into a modern-day pandemic. Understanding the intricacies of substance abuse is not just a professional obligation rather it is a moral imperative. This paper delves into the pathways to substance abuse, the classification of drugs, their psychological and social effects, and the multifaceted interventions required to address this crisis.

What is Substance Abuse?

Substance abuse refers to the harmful or hazardous use of psychoactive substances, including legal drugs like alcohol, nicotine, and prescription medications, as well as illicit drugs such as heroin and cocaine. Chiappini et

al, (2020) state that substance use is the continued use of alcohol, illegal drugs, or the misuse of prescription or over-the-counter medicines with negative consequences. It also encompasses the misuse of unconventional substances like indigenous plants, solvents, and even lethal street concoctions.

In Zimbabwe, these dangerous mixtures, often containing rat poison, detergents, ARVs, and embalming powder, highlight the lengths to which individuals will go to achieve a high. Substance abuse is not just about the substances themselves but the excessive reliance on them, which damages relationships, hinders functionality, and endangers lives. For instance, the rise of illicit brews like musombodhiya and kachasu in urban and rural areas has led to numerous deaths and health complications, underscoring the severity of the issue (Mawodza, 2019). One can argue that the issue of substance abuse in Zimbabwe is a great challenge as individuals are going to extra lengths so that they can be high. Substance abuse does not only affect the individual but also the family of the individual, the community and the nation at large.



Pathways to Substance Abuse in Zimbabwe

Substance abuse in Zimbabwe arises from a complex interplay of biological, psychological, social, and environmental factors, making it a deeply entrenched issue that demands urgent attention. Biologically, genetic predispositions and the brain's pleasure pathways play a significant role in addiction.

For instance, individuals with a family history of substance abuse may be more susceptible to developing dependencies due to inherited traits that affect how their brains respond to dopamine, the “feel-good” chemical. This biological vulnerability is often compounded by psychological factors, such as unresolved trauma, childhood neglect, and mental health issues like depression and anxiety. In a country where mental health services are underfunded and stigmatized, many individuals turn to substances as a coping mechanism, seeking temporary relief from their emotional pain.

Socially, the erosion of traditional family structures and the impact of economic hardships have created fertile ground for substance abuse to thrive. Zimbabwe's economic challenges, characterized by high unemployment rates, hyperinflation, and widespread poverty, have left many individuals feeling hopeless and disempowered. For example, young people in urban areas like Bulawayo often turn to illicit drugs such as mbanje (cannabis) or dangerous street concoctions as a means of escaping their harsh realities. The breakdown of community support systems, once a hallmark of Zimbabwean society, has further exacerbated the problem. In rural areas, where communal living and extended family networks once provided a safety net, the migration of youth to cities in search of better opportunities has left many communities fragmented and vulnerable.

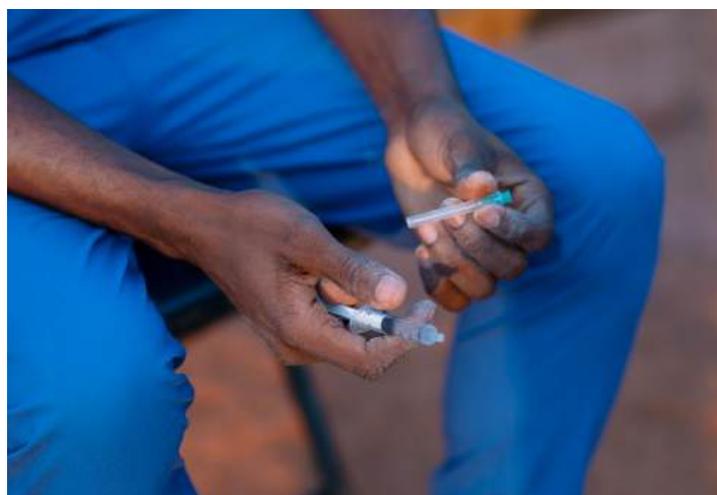
The cultural context of Zimbabwe also plays a significant role in shaping attitudes toward substance abuse. Traditional practices, such as the use of indigenous plants for medicinal or spiritual purposes, have sometimes been co-opted into harmful patterns of substance misuse. For example, the use of mbanje in traditional ceremonies has, in some cases, transitioned into recreational abuse, particularly among youth. Furthermore, the stigma surrounding mental health and addiction often prevents individuals from seeking help, perpetuating a cycle of silence and suffering.

In urban areas, the rise of nightlife and the influence of global trends have introduced new challenges. The availability of synthetic drugs, such as crystal metham-

phetamine (locally known as mutoriro), has become a growing concern, particularly among young adults. These substances, often marketed as “party drugs,” are highly addictive and have devastating effects on both physical and mental health. The glamorization of substance use in popular culture, including music and social media, further normalizes these behaviors, making it difficult for young people to recognize the dangers.

Classification of Drugs and Their Impact in Zimbabwe

Drugs are classified based on their effects on the body and their legal status. Stimulants, such as cocaine and amphetamines, are increasingly being abused in urban areas, leading to heightened alertness but also anxiety and paranoia. Depressants, like alcohol and benzodiazepines, are widely misused, contributing to impaired memory and even coma or death. Cannabis, locally known as mbanje, remains a significant concern, particularly among youth, altering perception and mood while increasing the risk of violence and dependency. The abuse of inhalants, such as glue and lighter fluids, is prevalent among street children, resulting in severe health complications and even death. Narcotics, including heroin and morphine, are becoming more accessible, leading to lung cancer, constipation, and impaired concentration (UNODC, 2021).



PSYCHOLOGICAL AND SOCIAL EFFECTS OF SUBSTANCE ABUSE IN ZIMBABWE

The impact of substance abuse in Zimbabwe extends far beyond the individual, affecting mental health, relationships, and societal standing. Psychologically, substance abuse leads to low self-esteem, memory lapses, impaired judgment, hallucinations, and mood disorders like anxiety and depression. In severe cases, substance-induced psychosis and suicidality can occur. Socially, substance abuse strains relationships, leading to family conflicts, domestic violence, and social isolation. It disrupts education and work, causing poor performance, absenteeism, and job loss. Financial challenges arise from funding the addiction, while violence, crime, and sexual immorality further compound the problem. For instance, the rise in gender-based violence and the spread of HIV/AIDS have been linked to substance abuse, particularly in rural areas (Mawodza, 2019). As a result of drug and substance abuse, an individual may fail to control their behaviors and interactions with others. This in-turn exposes them to exploitation, harm and abuse which they may fail to control because of the overpowering nature of drugs. As a health practitioner, there is a need to empower the society with knowledge on the effects of substance abuse and how it affects the society as a whole. At the macro-level, it may affect the economy, healthcare system and social fabric. This contributes to increased crime rates, high death rates, unemployment rates and poor development of the nation.



WHAT CAN BE DONE?

This is a question that each individual should ask themselves. What role are you role in addressing the problem of drug and substance abuse? Are you educating people and raising awareness on the effects of drug and substance abuse. How are you assisting those using

and abusing substances? Are you not supplying substances causing harm to the individuals and families? The drive towards ending substance and drug abuse should be a goal for everyone as it impacts not only the individual using drugs but even the next person.

INTERVENTIONS AND TREATMENT IN ZIMBABWE

Addressing substance abuse in Zimbabwe requires a holistic, individualized approach that considers the biological, psychological, social, and spiritual dimensions of the issue. Biological treatments, such as detoxification and drug maintenance programs, are essential but often underfunded. Behavioural therapies, including aversion therapy and motivational interviewing, have shown promise in encouraging positive behavioural changes. Cognitive Behavioural Therapies (CBT) are being implemented to address faulty thinking patterns and equip individuals with healthier coping mechanisms. Psychodynamic therapies are being used to explore unresolved trauma and childhood experiences, helping individuals understand the root causes of their addiction. Socio-cultural therapies, such as psychosocial support and family therapy, are critical in addressing the social and environmental factors contributing to substance abuse.

The use of the approaches stated above plays a great role in working with individuals using and abusing substances as they provide techniques and interventions that fit with one's needs. As health practitioner, your role is to assess the individual's situation, resources and see to that the correct approach is used to address the client's problem. However, the lack of resources and trained professionals remains a significant barrier to effective treatment (Chikwanha, 2020). The ratio of patient to professional is not balanced as a result of various factors. This hinders the effectiveness of treatment as on professional is faced with high case-loads which leads to burnout and exhaustion. The issue of resources also affects service delivery. This includes funds, medication, and proper health kit for the professionals, knowledge and infrastructure.

STRATEGIES TO PREVENT SUBSTANCE ABUSE

Prevention is the cornerstone of combating substance abuse in Zimbabwe. Public awareness campaigns, such as those led by the National AIDS Council and the Ministry of Health, have been instrumental in educating communities about the dangers of substance abuse. School and youth programs, including peer education and life skills training, are being implemented to promote mental health and resilience.

Workplace mental health programs are also gaining traction, particularly in urban areas. However, more needs to be done to address the root causes of substance abuse, such as poverty, unemployment, and the lack of access to education and healthcare. Collaboration between government agencies, NGOs, and community organizations is essential to strengthen prevention efforts and provide comprehensive support for at-risk populations (UNODC, 2021).

SELF-REFLECTION

As a therapist working in Zimbabwe, addressing substance abuse is both challenging and deeply rewarding. Each case is a reminder of the complexity of human behaviour and the resilience of the human spirit. One of the most profound lessons I have learned is the importance of empathy and patience. Substance abuse is often a symptom of deeper, unresolved issues, and addressing it requires a non-judgmental, compassionate approach.

I have also come to appreciate the value of collaboration; working with other healthcare professionals, families, and community organizations to provide comprehensive care. However, the emotional toll of this work cannot be underestimated. Witnessing the pain and suffering of clients can be overwhelming, and it has taught me the importance of self-care and seeking supervision to process my own emotions. Ultimately, this work has reinforced my belief in the power of therapy to transform lives and my commitment to supporting individuals on their journey to recovery.

CONCLUSION

Substance abuse is a multifaceted issue that demands a compassionate, multidisciplinary response. In Zimbabwe, the fight against substance abuse is compounded

by economic hardships, limited resources, and cultural

challenges. However, through education, advocacy, and collaboration, we can make a difference. Understanding the pathways to addiction, the effects of different substances, and the interventions available, we can help individuals reclaim their lives and build healthier communities. The fight against substance abuse is not easy, but with knowledge, empathy, and determination, we can turn the tide on this epidemic. Together, we can restore hope and healing to those in need.

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WELLBEING IN A CHALLENGING WORK ENVIRONMENT

Article by : Mlambo Nefasi-Professional counsellor, member of AHPCZ, Regional program coordinator-(Counselling)

This article acknowledges the need for supporting mental wellbeing in a challenging work environment. It is centred on prioritising self-care and resilience by helping professionals as they navigate a difficult work environment. It is common cause that daily, people who go to work are embroiled in various forms of work-related challenges. Work environment is riddled with political, social, economic and technological challenges just to mention a few.

These bring a mental, psychological and emotional toll on workers. This is more serious to human services providers, especially mental health sector which is the domain of counsellors.

These are key in supporting individuals, families and communities as they address a wider range of services as Mental Health disorders, substances abuse, social life challenges, trauma, crises, diversity and social inequalities. This calls for instant spontaneous professional creativity in the best interests of the clients. It is during these daily routines that they are also affected mentally, hence the scope of this presentation



Problems faced by Helping Professionals

In terms of prevalence, the following are common work-related problems faced by helping professionals: High caseloads- managing a large number of clients with complex needs can lead to overwhelming stress. Limited support systems- there is need for adequate

supervision, peer support, or organizational resources to manage emotional demands. Policy & Organisational culture- rigidity of policies and standard operating procedures can negatively affect employees because of shifting trends which requires up to date approaches.

Globalisation & Cultural competency- the surge in intercontinental movements has brought a cultural milieu which contributes to dilution of other cultures and assimilation of cultures by various people who in turn will bring these emerging issues to counsellors and other helping professionals. Adequately addressing such issues is a tall order to them and triggers psychological strain.

Ethical dilemmas -staying updated on best practices increases coping mechanisms to effectively handle challenging situations. Lack of self-care practices- Failure to prioritize personal well-being is bad

recipe for poor mental health.

Effects

This often results in negative impact to them. Research has demonstrated that HELPING PROFESSIONALS experience vicarious trauma, moral injury, compassion fatigue, secondary traumatic stress, and they can experience burnout as well as compassion fatigue. These last two aspects involve emotional, mental, physical and spiritual exhaustion which reduces efficiency and also has ripple effects to one's family.

MITIGATORY STRATEGIES

Despite the presence of these issues, there is a remedy, people should engage in self-care to replenish & revitalise themselves

Zi Ziglar said “U cannot solve a problem until you acknowledge it and take responsibility for solving it” Ziglar Z (2003). This means prioritising mental health is a collectively shared responsibility between employer and worker which starts with accepting the existence of these challenges.

We have two important complimentary ways to help helping professionals remain effective in their daily endeavours and these are resilience & self-care Resilience has been defined by the American Psychological Association as “the human ability to adapt in the face of tragedy, trauma, adversity, hardship, and ongoing significant life stressors.” Because of varying BIOPSYCHOSOCIAL ingredients within human species, we tend to face adversity and its cohorts differently. Yasmin Mogahed says ‘resilience is different from numb, it means YOU experience, YOU feel, YOU fail, YOU hurt, BUT YOU keep going. Mogahed Y (2017) This means that despite the challenges within the working environment, people continue to work and are expected to be always effective as usual. However, it should be noted that not all are able to do this because of their BIOPSYCHOSOCIAL make up.it is scientifically known that people cope with anything differently no matter similarities of circumstances or any other biological, social or emotional states.

On the other hand, Selfcare has been described as the practice of taking care of physical, emotional, spiritual, social aspects of your life to promote health and wellness. According to WHO (2019) self-care is being able to promote health, prevent disease, maintain health. Other scholars go on to say it is the ability to COPE positively with difficulties, illness & disability with or without the support of a healthcare provider. Under this self-care scope, several aspects are considered like hygiene, nutrition, social habits, cultural habits

ACTIVITIES FOR SELF-CARE

Schedule and engage in simple and reliable activities such as: exercises, hobbies and catching up with friends, balance work, play, and rest. Limit or eliminate exposure to media, engage socially. By so doing, we’re

making a real difference to our minds and bodies – (releasing happy hormones, reducing stress and building healthy self-belief and habits that can support us when the ‘chips are down’.

Importance of resilience and benefits of self-care

- **Stress reduction**
- **Reduced burnout**
- **Positive Quality of Life**
- **Improved job satisfaction-efficiency**
- **Disease prevention**
- **Manage chronic conditions**

Conclusion

Poor mental health state can result in accidents, increased labour turnover and presenteeism. The ultimate outcome is lost man hours, increased recapitalisation costs and failure to meet expected outcomes. Recommendations to workers and employees is to prioritise mental health. Organisations and employers should move away from the traditional way of catering more for physical health at the expense of mental health. Offering lucrative monetary overtime packages to workers is tantamount to oiling the wheelbarrow while starving the pusher. Instead, the resources should be channelled towards improved mental health welfare

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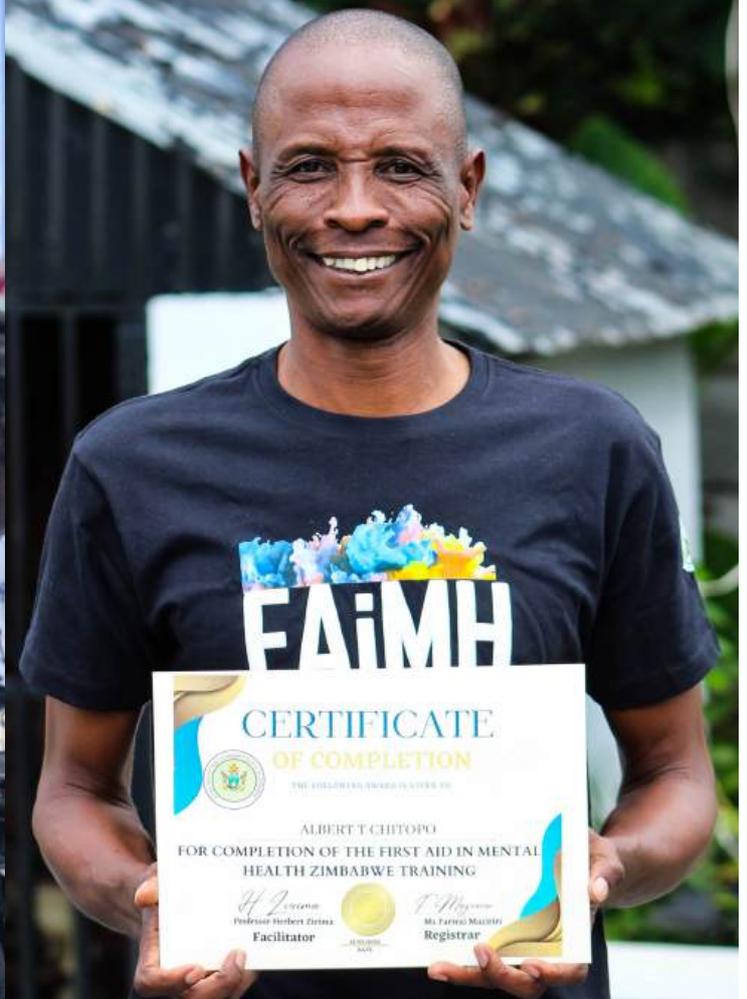
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WHO SHOULD ATTEND
EVERYONE



Emergency Medical Services Training Stakeholders Engagement

In a bid to standardize and elevate the quality and consistency of emergency medical services training through collaboration and innovation, the AHPCZ hosted the EMS training stakeholders' engagement to unpack the Higher Education Examinations Council (HEXCO) accredited National Certificate and National Diploma in Paramedics. This is in line with one of the functions for AHPCZ; to evaluate and monitor the standards of qualifying examinations, courses and training for allied health practitioners. Standardization of the EMS training will help ensure that all the produced cadres are equally examined for equal recognition locally, regionally and globally.

All the Zimbabwean accredited EMS training institutions for Ambulance Technicians, Emergency Medical Technicians and Paramedics were well represented:

- ACE Training Academy**
- City of Harare**
- Discovery Ambulance Services**
- Emergency Medical Rescue Ambulance Services (EMRAS) Training Academy,**
- Harare Institute of Public Health (HIPH)**
- Medical Air Rescue Services**
- St. John Ambulances**
- Women's University in Africa (WUA).**

The Traffic Safety Council of Zimbabwe also graced the engagement and shared their insight on ambulance driving in relation to their aim to operate at the highest level of performance in the promotion of road safety in order to reduce deaths, injury and property damage on Zimbabwe's roads. The meeting recommended introduction of defensive driving course which will be specific for EMS professionals.

The Higher Education Examinations Council (HEXCO) was also represented and assured that quality and standard is guaranteed in the EMS profession once the EMS sector adopts training under HEXCO as examination board. HEXCO is responsible for curriculum review, setting of examinations, script moderation and results ratification.



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Allied Health Practitioners Council of Zimbabwe Launches YouTube Channel

The Allied Health Practitioners Council of Zimbabwe (AHPCZ) is excited to announce the launch of its official YouTube channel. This new platform aims to keep all allied health practitioners updated on the latest developments, regulatory changes, and important announcements from the council.

We encourage all allied health professionals to sub-

scribe to the AHPCZ YouTube channel. By subscribing, you will receive timely updates, training videos, and valuable content designed to help you stay informed and continue your professional development.

Subscribing is simple: just search for the “Allied Health Practitioners Council of Zimbabwe” on YouTube and hit the subscribe button. Don’t forget to enable notifications to stay up-to-date with all new content.

Stay connected and informed by subscribing today!



Promoting a Cleaner Zimbabwe: AHPCZ Supports National Clean-Up Campaign

Zimbabwe's national clean-up campaign is a countrywide initiative aimed at promoting environmental cleanliness and sustainable waste management. Launched by the government, the campaign encourages individuals, communities, and institutions to actively participate in cleaning their surroundings every first Friday of the month. In support of this noble cause, the Allied Health Practitioners Council of Zimbabwe (AHPCZ) recognizes and commemorates this day by encouraging its members and stakeholders to take part in clean-up activities. By participating regularly, the council not only promotes a healthier environment but also reinforces the vital connection between public health and environmental hygiene.

THE IMPORTANCE OF LIVE WEBINARS FOR ALLIED HEALTH PRACTITIONERS

In the digital era, live webinars have become an essential tool for continuous professional development. These online platforms offer Allied Health Practitioners (AHPs) the opportunity to stay informed about the latest trends, research, and ethical practices within their fields. Live webinars facilitate learning in real-time, allowing professionals to interact with experts, ask questions, and engage in discussions that deepen their understanding of specific topics.

For Allied Health Practitioners, live webinars serve as a cost-effective and convenient way to enhance their knowledge without the need for travel or time away from their practices. They promote a culture of ongoing education and provide a space for practitioners to stay up to date with the ever-evolving healthcare landscape. These webinars also provide practical advice on managing real-world challenges, fostering skills like resilience, ethical decision-making, and professional conduct.

The Allied Health Practitioners Council recognizes the value of such educational events, having organized a series of webinars during the last quarter. These sessions catered specifically to the needs of professionals in various allied health disciplines, ensuring that they are equipped with the tools to navigate both personal and professional challenges.

Recent webinars hosted by the Allied Health Practitioners Council:

Counsellors Webinar:

Supporting Mental Well-Being in a Challenging Environment: Prioritizing Self-Care and Resilience. This session emphasized the importance of maintaining mental health for coun-

sellors, with a focus on self-care strategies and building resilience when faced with difficult environments.

Psychologists Webinar: Professional Ethics

A critical topic for psychologists, this webinar delved into the ethical challenges faced in practice, providing guidance on best practices and maintaining professional integrity.

Drug and Substance Abuse Webinar (Facebook)

This webinar focused on the current state of drug and substance abuse, equipping practitioners with updated knowledge to effectively address these issues in their professional settings.

Grooming and Etiquette Webinar

Personal Etiquette and Non-Verbal Communication: Professional Self-Care, Hygiene & Ethics
This session was designed to highlight the importance of professional grooming and etiquette, which plays a crucial role in fostering positive client relationships and promoting professional integrity.

These webinars not only enhance professional competence but also support the overall well-being of practitioners by equipping them with the necessary tools to handle stress, ethical dilemmas, and personal development. In turn, this ensures a higher standard of care for the clients they serve.

UNMASKING THE MENTAL HEALTH CRISIS IN RURAL COMMUNITIES: A ZIMBABWEAN PERSPECTIVE

Silindweyinkosi Chinoda – Intern Counselling Psychologist
Sam Takawira – Registered Counselling Psychologist

Introduction



The global mental health movement aims to bridge the mental health care gap between developed and developing nations, particularly in underserved rural areas. This essay examines the challenges of rural mental health in low- and middle-income countries (LMICs), focusing on Zimbabwe, and proposes solutions for improved access and culturally appropriate care.

Challenges

A significant barrier is the lack of mental health literacy in rural communities, where mental illness is often attributed to superstition and witchcraft, hindering help-seeking behaviour. Despite housing over half the population, rural Zimbabwe faces a severe shortage of

mental health professionals, exacerbated by the urban concentration of specialists. This disparity in human resources, as highlighted by Fernando (2021), limits access to specialized care. Furthermore, the stigma surrounding mental illness discourages individuals from seeking help, worsening their conditions. The scarcity of local medical practitioners and the logistical challenges of referrals to urban centres further compound the problem. Overburdened mental health nurses in rural areas are sometimes forced to prescribe medication due to a lack of medical officers, raising concerns about the quality of care.

Alternative Approaches and

Collaboration

Research indicates that formal mental health services often fail to reach rural populations, emphasizing the crucial role of traditional healing practices and informal support networks. Kirmayer and Pedersen (2014) advocate for community-based strategies like peer support and self-help, integrated with the formal healthcare system. A pluralistic approach, involving collaboration between traditional healers, health-care providers, community organizations, religious

groups, and families, is essential. This is supported by Havenaar et al. (2008), who emphasize the importance of integrating traditional healers into the national mental health system.

Task-Sharing and Training

Task-sharing, utilizing non-specialist healthcare providers under professional guidance, offers a promising solution. However, as Fernando et al. (2021) point out, its implementation is hampered by a lack of training and support for primary healthcare nurses in mental health care, particularly in psychosocial rehabilitation. This necessitates curriculum reform in Zimbabwean higher education institutions to incorporate community-based perspectives and equip future professionals to train rural healthcare workers and traditional healers effectively.

Culturally Appropriate Interventions

As highlighted by Musyimi et al. (2016), culturally sensitive interventions are crucial, who stress the importance of building respectful relationships between formal clinicians and informal parties like religious and traditional healers. Collaboration between these stakeholders is vital, but current structures supporting referrals are inadequate. Further research is needed to understand these collaborations' dynamics and effectiveness.

Beyond Medication

Medication-based Western care may not always be the most appropriate approach. Read (2012) highlights the limitations of antipsychotic medication in rural Ghana, emphasizing the need to consider local resources and recovery approaches alongside medication. Non-bio-medical interventions, addressing the social determinants of mental health, may be more suitable in certain contexts. Reconciling biomedical models with culturally aware community-based approaches is crucial.

Conclusion

Rural mental health in Zimbabwe requires a multifaceted approach. While increased research is encouraging, implementation challenges persist. Relying solely on Western biological approaches is insufficient given the shortage of trained personnel and the importance of cultural and indigenous systems in understanding and treating mental illness. Task-sharing, integration of informal stakeholders, and locally relevant interventions are vital for developing effective rural mental health programs. A broader perspective, embracing indigenous healing practices and community-based solutions, is essential for improving mental health outcomes in rural Zimbabwe.

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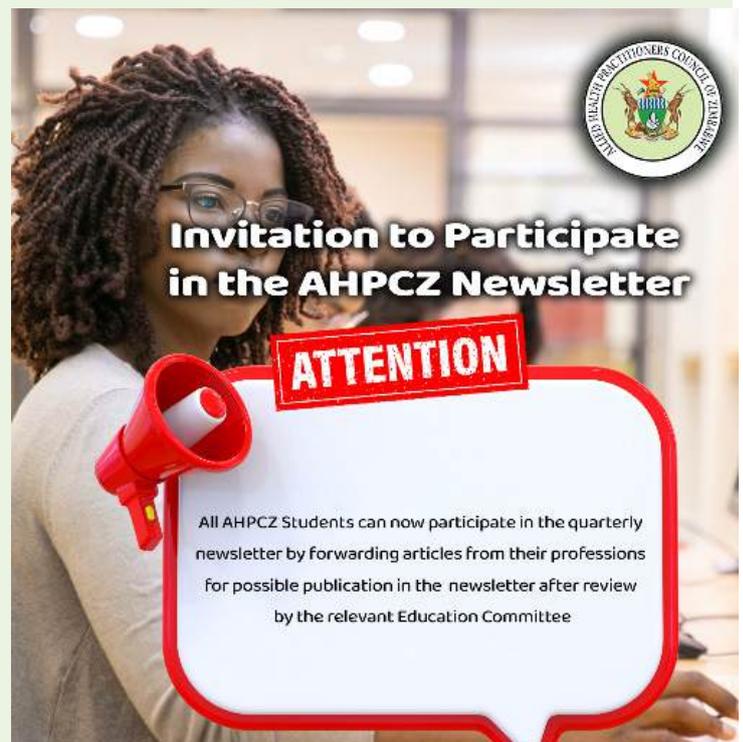
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All AHP CZ Students can now participate in the quarterly newsletter by forwarding articles from their professions for possible publication in the newsletter after review by the relevant Education Committee



Exciting News!

The Allied Health Practitioners Council of Zimbabwe (AHP CZ) is thrilled to announce the launch of practitioner ID cards.

These personalized ID cards enhance your professional identity and make it easier to showcase your compliance with AHP CZ standards.

For more information, contact us today.

Women's HISTORY MONTH

MARCH 2025

CELEBRATING WOMEN'S MONTH: A Tribute to Female Health Practitioners in Zimbabwe

March is celebrated worldwide as Women's Month, a time to honor the achievements, resilience, and contributions of women across various fields. This month serves as a reminder of the importance of gender equality and the need to create spaces where women's voices and talents are acknowledged and celebrated. In Zimbabwe, the significance of this month resonated deeply within the healthcare sector, as the Allied Health Practitioners Council of Zimbabwe (AHPCZ) joined the global celebration by recognizing the invaluable work of female health practitioners who are regulated by the Council.

The AHPCZ, which plays a pivotal role in regulating and supporting

allied health professionals in Zimbabwe, took the opportunity to highlight the dedication and skill of female practitioners in various disciplines, including paramedic, radiography, psychology, among others. These women have shown exceptional commitment to advancing health outcomes, often overcoming significant challenges to make a meaningful difference in the lives of individuals and communities.

By celebrating the contributions of female health practitioners, the AHPCZ not only acknowledged their essential roles but also reinforced the broader message of gender empowerment within the healthcare sector. Women in healthcare are often the backbone of community well-being, and their contributions are critical in shaping a healthier and more equitable society.

The Council's celebration is a reminder of the continued need to support and uplift women in all professional arenas. As the world looks toward a future of equal opportunities, the stories of these female health practitioners in Zimbabwe inspire and remind us all of the strength, perseverance, and transformative impact that women bring to the healthcare industry and beyond.



NEWSLETTER ADVERTISEMENT RATE CARD

FULL
PAGE

\$100

HALF
PAGE

\$75

QUARTER
PAGE

\$50

 Allied Health Practitioners Council of Zimbabwe

 @allied_council

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 Allied Health Practitioners Council of Zimbabwe



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Association of Healthcare Funders of Zimbabwe

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BILLING TRAINING WORKSHOP NOTICE

To : Healthcare Providers
From : AHFoZ
Date : 20 February 2025

AHFoZ BILLING TRAINING WORKSHOP: 16-17 APRIL 2025

AHFoZ will be conducting a Billing Training Workshop from **16 – 17 April 2025** at **Cresta Jameson Hotel, corner Samora Machel & Park Street, Harare**. The training seeks to equip healthcare personnel with medical aid billing skills for service provider institutions such as private and government hospitals, doctors' rooms, dental units, radiology and other related service providers with AHFoZ Payee numbers.

The delegate fee for the workshop is US\$180.00 for the 2 days including teas and lunches but excluding accommodation.

Please indicate the number of delegates that you would like to participate at the training workshop through a return e-mail to:

risk_tariffs@ahfoz.co.zw/ahfoz@ahfoz.co.zw

Billing Training Workshop: 16 – 17 April 2025

Name of Participant /Company : _____

Number of Participants : _____

AHFoZ

To create an enabling environment for healthcare funders to innovatively provide access to quality healthcare service

AHFoZ is an associate Member of the International Federation of Health Plans (iFHP) & of the Board of Healthcare Funders of Southern Africa (BHF) Page 1

Access AHPCZ Portal Today !!

portal.ahpcz.co.zw

**UPDATE YOUR
DETAILS i.e**

- ✓ **Contacts**
- ✓ **Employment Details**
- ✓ **National ID/Passport**
- ✓ **Nationality**
- ✓ **Location**

**CONTACT
Details**



0771832846



0242303027



registrations@ahpcz.co.zw



https://portal.ahpcz.co.zw/



The Allied Health Practitioners Council of Zimbabwe has launched a new portal that allows practitioners to register, update their personal data, and get help using it. The fact that people can now complete all necessary procedures in the convenience of their own homes is a significant development for the council and all of its practitioners. Additionally, practitioners now have access to all banking information on the platform, including online and bank payment options.

Benefits of the portal

1. **Convenience:** Practitioners can now complete essential administrative tasks such as registration and updating personal information from their homes or offices, saving time and effort.
2. **Accessibility:** By providing access to banking details and payment methods (such as bank payments and online payments), the portal ensures transparency and facilitates efficient financial transactions between practitioners and the council.
3. **Efficiency:** Centralizing all these processes on a single platform enhances overall efficiency for both practitioners and council administrators. It reduces paperwork, minimizes errors, and speeds up transaction processing.
4. **User Empowerment:** Offering learning resources on how to use the portal empowers practitioners to navigate the system effectively, ensuring they can fully utilize its capabilities.
5. **Modernization:** The adoption of digital solutions reflects a commitment to modernizing administrative practices within the healthcare sector, aligning with global trends in digital transformation.



TILL WE MEET AGAIN

IN LOVING MEMORY



Dr Lazarus Kajawu

28 July 1961 - 31 December 2024

The Allied Health Practitioners Council of Zimbabwe Board and Secretariat would like to extend its heartfelt condolences to the family of Dr. Lazarus Kajawu during this difficult time. We honor and celebrate the remarkable life he lived, his outstanding contributions to the field of Clinical Psychology, and his unwavering commitment to excellence throughout his esteemed career. As AHPCZ, we pay tribute to his legacy and say: Rest in peace, Dr. Kajawu.

A HPCZ

ALLIED HEALTH PRACTITIONERS COUNCIL OF ZIMBABWE

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mail: accounts@ahpcz.co.zw Website:
www.ahpcz.co.zw

PAYMENT PLATFORMS

1. THROUGH BANK TRANSFER

a. FBC CROWN BANK

Account Name : Allied Health Practitioners Council,
Branch : Avondale,
Account Number : 0100209676900

b. CBZ BANK

i. ZWG Account

Account Name : Allied Health Practitioners Council of Zimbabwe
Branch : Avondale Branch
Branch Code : 6103
Account Number : 66161383840018

ii. NOSTRO Account

Account Name : Allied Health Practitioners Council of Zimbabwe
Branch : Avondale Branch
Branch Code : 6103
Account Number : 66161383840028

NOTE: Write the Practitioners' name and/or Registration Number when making deposits or transfers.

2. PAYMENT THROUGH OUR ECONET BILLER SYSTEM

Make Payment

Pay Bill,

Enter Biller Code: **36143**

Enter amount

Enter Account Number: **Write your professional abbreviations, name and surname as one word, NO SPACING.**

2025 CPD Points Chart

Continuing Professional Development (CPD) is the means by which members of professions broaden the expertise required in their professional lives. This serves to ensure that both academic and practical qualifications do not become obsolete and redundant. Continuing Professional Development (CPD) is an ongoing, structured combination of learning activities through which Registered Practitioners maintain and extend their knowledge and skills for lifelong professional competence. CPD can take many forms, from short courses to conferences, seminars and lectures. Engaging in Continuing Professional Development ensures that both academic and practical qualifications do not become out-dated or obsolete; allowing individuals to continually 'up skill' or 're-skill' themselves, regardless of occupation, age or educational level.

| | |
|------------------------------------|----|
| Ambulance Technicians | 30 |
| Clinical Social Workers | 50 |
| Counsellors | 50 |
| Dieticians | 15 |
| ECG Technicians | 30 |
| EEG Technician | 30 |
| Emergency Medical Technicians | 30 |
| Health Promotion Officers | 12 |
| Hospital Equipment Technicians | 30 |
| Hospital Food Services Supervisors | 30 |
| Intern Psychologists | 40 |
| Medical Physicists | 30 |
| Nutritionists | 12 |
| Paramedics | 30 |
| Psychologists | 50 |
| Radiographers | 50 |
| Specialist Ultrasonographers | 50 |
| Ultrasonographers | 50 |
| X-ray Operators | 25 |

GIVE US YOUR FEEDBACK & LEAVE A REVIEW

This Newsletter is Produced and Published by Allied Health Practitioners Council of Zimbabwe (AHPCZ)

For more information, suggestions or submission of research papers, articles and journal please contact; info@ahpcz.co.zw

For registration and renewal matters please contact; registrations@ahpcz.co.zw

For invoices, quotations and proof of payments please contact; accounts@ahpcz.co.zw

For system complaints and management/ administration issues please contact; registrar@ahpcz.co.zw

Or Visit us at

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Phone : (0242)747482-3 /303027/ 0771 832 846

Also follow us :

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**#It is a right of every Zimbabwean to seek assistance from a registered
AHPCZ Practitioner#**