



# CIDRZ

*for a healthy Zambia*

## Newsletter

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# Excellence in Public Health delivery

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## Editor's Note

### Dear Esteemed Readers,

As we navigate the dynamic landscape of healthcare and research, this edition of the CIDRZ newsletter shows our collective dedication and commitment to advancing public health in Zambia and beyond. The highlights of the past quarter reflect the remarkable achievements and milestones CIDRZ, and our partners reached.

Reflecting on the achievements featured in this edition, we are reminded of the invaluable partnerships and support that propel our mission forward. Through our collaborative efforts, we are enhancing the quality of care and shaping the future of healthcare delivery in resource-limited settings.

CIDRZ is doing fantastic work, but we rarely celebrate it! Please invite communications to all your trainings, important meetings, and other events. Or ask us to interview you or your clients so that we can continue to document and profile CIDRZ's work together. Your contributions highlight our pursuit of excellence.

The Comms team is always available to support all projects and ensure we effectively showcase CIDRZ's impactful work.

Warm regards,

**Editorial Team:** Bright Phiri, Ginah Mudenda, Jill Morse, Moses Nsunge and Saboi Songiso

# A message from CEO



**Dear CIDRZ Team,**

Let me start by congratulating you on your relentless efforts in making your programs successful and ultimately making CIDRZ what it is today. Each one of you continues to make a valuable contribution to helping CIDRZ realise its vision of a healthy Zambia.

The past quarter has been one to be proud of as a CIDRZ employee. We provided crucial technical support to the Ministry of Health and the Ministry of Defence in strengthening the capacity of health workers through onsite and offsite training. PROUDZ trained Lusaka-based clinicians in the management of Advanced HIV Disease and integration of Non-Communicable Diseases services into HIV services. The Department of Defense program implemented a trainer-of-trainers workshop for the Defence Force Medical Services across the country to equip Pharmacy and Laboratory staff with crucial skills in the electronic Logistics Management Information System (eLMIS) to enhance inventory management and the quality of supply chain reports.

Further, CIDRZ created awareness and addressed myths and misconceptions about TB through media and community engagements held by TBLON across the country. In addition, I am also proud of their successful hosting of the TB National Interschools Singing Competition. Commendations also go to the ESMADA project for successfully hosting the Inter-University Debate that brought together six universities in Zambia to raise awareness of HIV/AIDS among adolescents and young people.

These and many other interventions are a testament to CIDRZ's dedication to improving access and the quality of health services in Zambia. We have demonstrated leadership in answering key research questions relevant to Zambia and the region. Our implementation of crucial health interventions has continued to win the confidence of our partners. Due to our exemplary work, we have seen more partners trust us with their resources to support health services in Zambia.

Congratulations again to the 100 CIDRZ employees drawn from across the organisation who were peer-selected to be honoured with awards in May. Beyond these 100 awardees, I thank all our employees for their commitment and hard work. My office and the Leadership Team remain committed to creating an inclusive and supportive work environment where every employee feels valued, respected, and empowered to thrive.

As I conclude, I wish to welcome all HQ-based staff to our new Head Office Building. This development is a significant milestone that we should all be proud of. I hope you are settling well and have found your new workspace inspiring. I commend your resilience and understanding during this transition. Please be noble and help CIDRZ take good care of this new building.

**Dr Izukanji Sikazwe**  
**Chief Executive Officer**



# CIDRZ TALENT DEVELOPMENT HUB

## Driving our everyday behaviours: Conflict Resolution

### Dear Colleagues

At CIDRZ, we prioritize effective conflict management as a core behaviour. Our commitment to addressing conflicts constructively fosters a positive work environment by promoting effective communication and collaboration among colleagues.

When conflicts are addressed constructively, it reduces tension, improves morale, and enhances productivity.

Conflict resolution skills will empower you to navigate disagreements professionally, ensuring a harmonious workplace where everyone feels heard and valued.

Overall, prioritizing conflict resolution behaviour contributes to a healthier organizational culture and better outcomes for all.

Let us nurture this foundation, fostering a culture where conflict resolution thrives and propels us toward shared success.

This month you have been assigned some short courses for completion focusing on Conflict in the workplace.



*“Everyday behaviours matter, make this a meaningful month that matters! Happy learning!”*

### Assigned Courses

#### 1. Confronting Workplace Conflict

Any time two or more people are gathered in one place, conflict will inevitably follow. The workplace is no exception. It is how you manage workplace conflict.

#### 2. Working Well with Others

At some point, all of us will encounter competing personalities at work, all vying to get things done their own way.

#### 3. Resolving Workplace Conflict

A conflict-free life is the stuff of dreams. But the world does not work that way, and for all of us, workplace conflict is sadly an inevitability.

#### 4. Handling Team Conflict

Successful teams are characterized by having a clear direction, trust among team members, effective communication, and a clear process for managing team conflict.

**Mwansa Lombe**  
**Director Human Resource**



# CIDRZ Wins Best Display Award at 2024 Labour Day Celebrations



CIDRZ employees celebrate after being given the Best Display award during the Labour Day commemorations in Kitwe

CIDRZ affirmed its appreciation for its employees by participating alongside other organisations in commemorating this year's Labour Day in Kitwe district. The event held under the theme, Building Resilience: Workers at the Heart of Zambia's Economic Recovery, underscored the crucial role that workers play in driving the country's economic recovery programme. During the commemorations, CIDRZ walked away with the BEST DISPLAY award.



CIDRZ staff during the match-past at the commemoration of Labour Day in Kitwe



# Journalists Applaud CIDRZ for TB Awareness

COPPERBELT and Central Province based journalists have commended CIDRZ through its USAID Zambia Tuberculosis Local Organisation Network (TBLON) and the Ministry of Health Zambia for their successful collaboration with the media meant to combat Tuberculosis (TB) by enhancing public awareness and education.

Ndola Press Association president Frank Ching'ambu highlighted the significant impact of media involvement in public health initiatives, such as the USAID TBLON project, stating that "the media are a vital ally in disseminating information and raising awareness.

Therefore, CIDRZ's initiative to actively involve the media in TB sensitisation is commendable, as it helps reach a broader audience and educates communities about prevention, treatment, and helps to allay misconceptions surrounding the disease." [Read more...](#)



**Dr. David Singini, Regional TB Technical Lead for the USAID TBLON Project, addressing journalists in Kitwe**



**Ndola-based journalists with CIDRZ and Ministry of Health Staff**



**Kitwe-based journalists with CIDRZ and Ministry of Health Staff**



# CIDRZ Strengthens Data Entry Protocols for Two Health Facilities in Chilanga



Chester Kakupa, Clinician and Men's Clinic Coordinator for Lusaka Central and Kabwata Constituency and Mutinta Chiinda, Community Program Officer under Chilanga District Health Office reviewing data at Kazimva Health Centre

ACCURATE data collection is the backbone of effective healthcare. By gathering and analysing correct data, healthcare providers can develop better protocols that significantly improve patient care and outcomes.

In a dedicated effort to optimise healthcare delivery, a team from the Centre for Infectious Disease Research in Zambia (CIDRZ), in collaboration with Ministry of Health, recently visited Nakachenje Mini Hospital and Kazimva Health Centre in Chilanga District, Lusaka Province to monitor and review data entry protocols.

These technical support site visits were crucial in ensuring adherence to accurate data collection practices and setting a standard for better patient care. [Read More...](#)







**Captain Jean Choongo (centre) during one of her knowledge sharing sessions**



## **CIDRZ Trains Defence Force Medical Services Staff in eLMIS**

THE Centre for Infectious Disease Research in Zambia (CIDRZ), in partnership with the Ministry of Defence with support from the US Department of Defense (DOD), is implementing a robust training programme to strengthen supply chain management for the Defence Force Medical Services (DFMS) across the country. [Read More...](#)





## CIDRZ, MOH Present Telemedicine in TB Project Findings to National TB and Leprosy Program

THE Centre for Infectious Disease Research in Zambia (CIDRZ), working with the Ministry of Health, recently presented the Telemedicine in TB Project findings to the National TB and Leprosy Program (NTLP). [Read More...](#)



Participants from CIDRZ, MOH, CDC and National TB and Leprosy Program pose for a photo during the presentation of the findings

## World Health Organization Commends Zambia for its Proactive Role in Combating Cancer



CIDRZ's Jane Matambo, speaking to a World Health Organization Delegate

THE World Health Organization (WHO) has commended Zambia for its proactiveness in tackling cancer. A delegation from the WHO led by Dr Bente Mikkelsen, Director of Non-Communicable Diseases recently visited Zambia to assess the nation's efforts in managing cancer and identify avenues for bolstering support, particularly in cervical cancer initiatives. [Read More...](#)





## CIDRZ Boosts Vendor Relations with Enhanced Supplier Onboarding & Training

TO foster a robust and healthy vendor buyer relationship, providing a comprehensive vendor onboarding process through thorough orientation and training sessions is essential.

Such onboarding initiatives are instrumental in

equipping vendors with the knowledge and skills to execute their roles proficiently.

Recently, CIDRZ dedicated resources to conduct orientation sessions for new and existing suppliers.

[Read More...](#)





# Angela Kangwa, an Award Winning CETA Counsellor

MEET Angela Kangwa, an award-winning psychosocial counsellor who has been working for the Eastern Province Health Office under CIDRZ's Common Elements Treatment Approach (CETA) program since 2020.

Angela has been supporting people living with HIV by providing counselling services for those having mental challenges such as anxiety, depression, and suicidal thoughts. A depression and substance abuse survivor herself, Angela uses her experience to help others going through similar mental challenges to lead better lifestyles. [Read More...](#)

*“I feel motivated to work even harder for CETA because it has also helped me in my life.”*

Angela, after receiving a recognition as a Mental Advocate of the Year during the Eastern Province Womantarian Awards



# CIDRZ Storms the Corporate Soccer League Final



**Top row: (L-R)** Chiponde Kamanga, Makete Chinyama, Bernard Mukosha, Jean-Louis Pitters, Brian Sitenge, Paul Somwe, Frank Mutiti, Coach David Tembo, Collins Sichone, Andrew Moono, Kudakwashe Mucheka, Solomon Chifwamba and Jacob Mvula.

**Bottom row: (L-R)** Wesley Pindu, David Mwanza, Richard Sikapili, Musa Mangola, Albert Chishiba, Kelvin Kalaba, Chipo Halweendo and John Nyemba.

IN a spectacular display of skill and resilience, the CIDRZ football team clinched their place in the Corporate Soccer League Trophy Final after a breathtaking 6-5 penalty shootout victory against BOLABET. The semi-final showdown held recently at the NASDEC Sports Complex treated fans to a gripping encounter filled with drama, excitement, and exceptional athleticism.

The match kicked off with an intense atmosphere as both teams vied for dominance. Kudakwashe Mucheka and David Mwanza were the goal scorers for CIDRZ, delivering crucial goals that kept their team competitive. [Read More...](#)



**CIDRZ football players celebrate after scoring during a match against BOLABET at NASDEC Sports Centre in Lusaka**







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Ministry of Health

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## **Our Vision**

**A Zambia, and a region, in which all people have access to quality healthcare and enjoy the best possible health.**

## **Our Mission**

**To improve access to quality healthcare in Zambia through innovative capacity development, exceptional implementation science and research, and impactful and sustainable public health programmes.**

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