



CIDRZ

for a healthy Zambia

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CIDRZ NEWSLETTER

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TOWARDS EQUITABLE HEALTH CARE

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Editor’s Note



Dear Esteemed Readers,

As we bid farewell to another remarkable year, it is with great pleasure that we extend our heartfelt thanks to all our partners, collaborators, and the dedicated teams who have made the past year at CIDRZ genuinely exceptional.

We want to express our sincere gratitude to all the projects that have generously shared their insights, experiences, and successes with our readers. Your stories have not only enlightened us but have also inspired others to join hands in the pursuit of a healthier and more resilient world.

We invite all projects, partners, and stakeholders to actively engage with us as we turn the page to a new year. Let us continue building a shared knowledge community, fostering collaboration, and understanding.

Together, we can build a narrative that informs and inspires. The CIDRZ Communications department is here to collaborate with you in capturing the essence of our projects, the challenges we overcome, and the milestones we have achieved.

By working together, we can ensure our collective story resonates authentically, reaching new audiences, fostering understanding, and galvanizing support.

May the coming year be filled with fruitful collaborations, groundbreaking discoveries, and an abundance of success stories that further enrich the pages of our magazine.

We extend our warmest wishes for the holiday season and a prosperous New Year.

Bright Phiri

Editorial Team:

Jill Morse, Moses Nsunge, Ginah Mudenda



A Message from our CEO

We also received a 4-year sub-award valued at \$644,000 from the University of Alabama, funded by the US National Institute of Allergy and Infectious Diseases, focusing on HBV-specific T cell immunity in HBV/HIV coinfection.

CIDRZ also received a sub-award from KEMRI Welcome Trust to collaborate with them in the rollout of the Initiative to Develop African Research Leaders (IDeAL) program funded by the Science for Africa Foundation. The total awarded amount to CIDRZ is \$780,000. CIDRZ will leverage its resources to manage training and professional development for IDeAL fellows hosted at CIDRZ.

The Regents of the University of California has awarded CIDRZ a subcontract for “Supporting, Mobilizing, and Accelerating Research for Tuberculosis Elimination (SMART4TB). CIDRZ will be responsible for the technical and administrative conduct of the project for the Zambian site. CIDRZ will receive \$170,544 for the initial period of performance.

These are just a few among the many achievements CIDRZ made in the quarter under review, strengthening our position as a trusted partner.

As we come to a close of 2023, I wish you a happy, relaxed, festive season and a prosperous 2024. I hope the mandatory break will give you adequate time to reconnect with family and friends and renew your strength to give your best in 2024.

Sincerely,

Dr. Izukanji Sikazwe
Chief Executive Officer

Dear CIDRZ Team,

Let me start by extending seasonal greetings to you all. Congratulations to each of you for your contribution to CIDRZ in 2023! CIDRZ continues to lead the way in answering key research questions to improve service delivery in Zambia, and the region, through exceptional implementation science and capacity development.

Last quarter, we held Town Hall meetings interacting with Copperbelt and Southern provinces CIDRZ staff. I enjoyed meeting each of you and learning about the work you are doing and how we as CIDRZ can improve our support to you in the field. I look forward to meeting with more CIDRZ staff members in the field over the next year. Please remember the CEO Dropbox is always available via email for any additional feedback you would like to share with me during the year.

This quarter, we received some exciting new awards, including the \$4.6 million Zambian Informed Motivated Aware and Responsible Adolescents and Adults (ZAIMARA) study, which is aimed at supporting adolescents to reach the 95-95-95 targets for adolescent girls and young women (AGYW) in 5 distinct communities in Lusaka Province.

HR CORNER



A warm and heartfelt welcome to all the new members of our growing organization!

In the past quarter, the HR department has been actively engaged in nationwide efforts to raise awareness about sexual harassment and workplace bullying.

This sensitization initiative is designed to educate our employees, promote a safe and respectful workplace, and proactively foster a culture of respect. By doing so, we aim to prevent harmful behaviours and ensure legal compliance within our organization.

In addition, our CEO and Director of HR have been actively involved in engaging with staff. They visited various project sites in Ndola, Kitwe, and Livingstone, where they hosted insightful Town Hall meetings.

These meetings provide a valuable platform for employees to come together, receive important updates, and engage in open communication with leadership. The inclusive nature of these gatherings ensures that information is shared transparently, strengthening our organizational cohesion.

Furthermore, we are excited to announce that we launched aerobics sessions for all staff members. This initiative is a testament to our commitment to employee well-being.

The sessions, held every fortnight, reflect our dedication to creating a holistic and healthy work environment. In the last quarter, we conducted six (6) sessions in Livingstone, Lusaka, Kitwe and Solwezi. Be sure to look out for communication on our next location!

We have also continued to provide mental health support for employees, so anyone needing mental health support can reach out to us.

Once again, a warm welcome to our new colleagues and a big thank you to everyone for contributing to our CIDRZ's success and positive spirit.

Ms Mwansa N. Lombe

Director Human Resources



CIDRZ USAID Champions Stand Tall with Minister of Health Sylvia Masebo at 2023 World AIDS Day Celebrations, OYDC Zambia.



Minister of Health Honourable Sylvia Masebo poses for a photo with CIDRZ staff and selected officials during the commemoration of the World AIDS Day in Lusaka

In a poignant celebration of World AIDS Day at the Olympic Youth Development Centre (OYDC) Zambia - Sports Development Centre, CIDRZ proudly stood in solidarity with the global community, highlighting its impactful work and fostering meaningful engagement with the local community.



Hon. Masebo at the CIDRZ stand.

Hon. Sylvia Masebo and U.S. CDC officials visited CIDRZ's exciting stand, highlighting community-led initiatives.

By embracing the theme "Let Communities Lead," CIDRZ reaffirms its commitment to a world where HIV/AIDS is no longer a threat.

Government Calls for Acceleration in Production Of TB Vaccines.



Dr Tina Chisenga, the Assistant Director in Charge of Infectious Diseases in the Ministry of Health represented Hon. Sylvia Masebo during the side event.

Government has reaffirmed its commitment to achieving the Sustainable Development Goal of ending TB by 2030. Minister of Health Honourable Sylvia Masebo said Government, with support from organisations such as the Centre for Infectious Disease Research in Zambia (CIDRZ), has been able to increase TB case detection, reduce TB incidence and increase uptake of TB preventive therapy especially in people living with HIV and children. She, however, called on the need to accelerate the development of a TB vaccine if the goal of ending TB is to be achieved.

Speaking during an official side event discussing a new era in TB vaccines convened by CIDRZ at the ongoing CPHIA 2023 conference, Ms Masebo expressed concerns that despite having several TB vaccines undergoing trial as of 2023, it remained unclear when any of these vaccines would become available. [Read more...](#)



CIDRZ C.E.O Dr Izukanji Sikazwe poses for a photo with some delegates at CPHIA 2023

CIDRZ Donates 70 ECG Machines Across Zambia



CIDRZ's Dr. Luunga Mandla Ziko (in black suit) hands over ECG machines to Lusaka District Health Director Dr. Astrida Maseka.

The Centre for Infectious Disease Research in Zambia (CIDRZ), in collaboration with the USAID Tuberculosis Local Organization Network (TBLON), has generously donated 70 Electrocardiogram (ECG) machines to 63 districts spanning eight provinces in Zambia.

This significant contribution, valued at over K3,000,000.00 is poised to revolutionise the healthcare landscape in the country, particularly in the treatment and management of Drug-Resistant Tuberculosis (DR-TB).

CIDRZ's USAID TBLON Project Chief of Party, Dr. Luunga Mandla Ziko, emphasised that the ECG machines will play a pivotal role in enhancing active Drug-Safety Monitoring and

Management (aDSM) for patients undergoing DR-TB treatment.

Dr Ziko said strategically placing these machines in decentralized locations will ensure swift responses during emergencies, thereby significantly improving the chances of saving lives. [Read more.....](#)



One of the donated ECG machines.

Championing the Fight Against Cervical Cancer: Meet Tiyana Daka Gize, An Inspiring Zambian Midwife!



Tiyana Daka Gize, a registered midwife at Kanyama Level 1 Hospital in Lusaka, educating one of the community members on cervical cancer.

Meet 50-year-old Tiyana Daka Gize, a registered midwife at Kanyama Level 1 Hospital in Lusaka and one of the dedicated health workers championing this crucial cause. Tiyana is not just an ordinary midwife. She is a beacon of hope, a guiding light for the women in her community.

Her gentle hands and compassionate heart have welcomed countless babies, but Tiyana's mission has since been extended beyond the birthing room. She is determined to champion a cause close to her heart – the fight against cervical cancer.

In 2016, Tiyana said her dream became a reality when she was selected for training in Cervical Cancer Screening conducted by the Centre for Infectious Disease Research in Zambia (CIDRZ) in partnership with the Zambian Ministry of Health. She narrated that this comprehensive training equipped her with knowledge about early detection, screening methods such as Pap smears and HPV testing, and the

necessary follow-up procedures and treatments for women diagnosed with cervical abnormalities. [Read more.....](#)



Gize examines one of her clients.

CIDRZ AWARDED \$4.6 MILLION BY THE NATIONAL INSTITUTES OF HEALTH



The Centre for Infectious Disease Research in Zambia (CIDRZ) has been awarded funding of \$4.6 million by the Eunice Kennedy Shriver National Institute of Child Health & Human Development of the National Institutes of Health (NIH).

This award will support the implementation of a hybrid effectiveness trial that will evaluate the Zambian Informed Motivated Aware and Responsible Adolescents and Adults (ZAIMARA) among Adolescent Girls and Young Women (AGYW) in Lusaka, Zambia. CIDRZ will collaborate with the University of Alabama (UAB) and the University of Illinois Chicago (UIC) to support the roll out and assessment of this 5-year study. [Read more...](#)



A health Worker having a health talk with young mothers.



Nothing is as important as the integrity of our employees. It is a good thing, too, because integrity is the foundation upon which our entire reputation is based. When we act fairly, honestly and with respect always, our customers, suppliers, co-workers, stakeholders, donors and even our competitors view us as a principled company. This enhances our reputation and makes people and other companies want to do business with us. However, the opposite is also true. If we act dishonestly, unfairly, and distrustfully, our reputation suffers and so does our ability to win new grants and new business and will ultimately affect our livelihood.

We must always endeavour to do the right thing, it may not be easy, but it will be the right decision. Doing the right thing means always acting with honesty and integrity and speaking up when you think someone else is acting unethically. As the saying goes, "Our lives begin to end the day we become silent about things that matter."

This is a call to action. We must speak out when we witness any of the following actions or activities that have the potential to injure our good reputation.

- Theft, fraud, or any other form of dishonesty
- Harassment or discrimination
- Accounting or financial irregularities

A Message From Compliance: Do the Right Thing.

- On-the-job drug or alcohol abuse
- Repeatedly coming in late for work, leaving work early or absconding from work
- Violence or threatening behaviour
- Violation of laws, donor regulations, policies, or procedures

It takes a person with integrity, self-awareness and alive to the spirit of 'Ubuntu' to do the right thing. If you know or suspect any other ethical concerns or improper conduct, you can safely report your concerns or violations or get additional information by contacting us by using any of the following means.

Mobile

+260955841788



Online

Through the CEO Drop Box email address

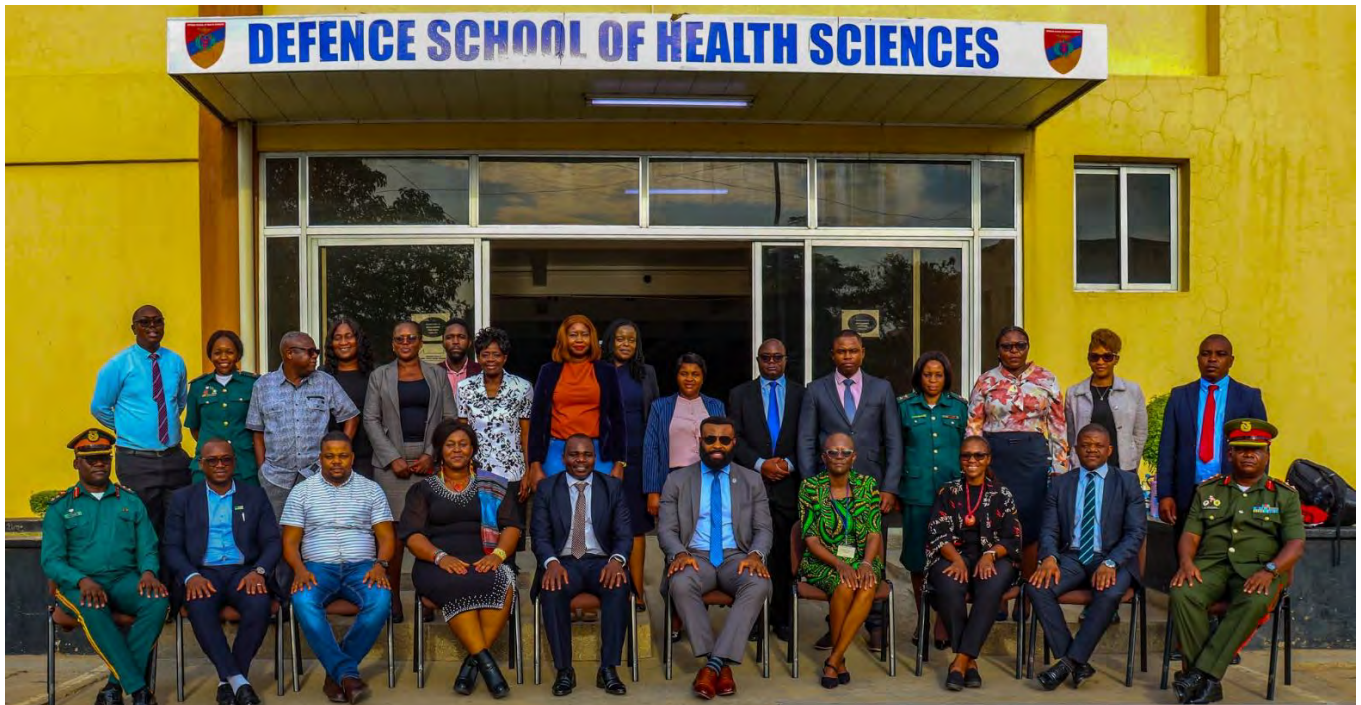
Physically

By dropping your submission in any one of the pigeon boxes around the offices

Please note that the reporting system shown above is not a substitute for in-person communication between you and your supervisor. The Compliance Office will not be able to answer questions directly. If you have any questions, concerns, or suggestions about normal operating procedures, please raise them directly to your supervisor.

Remember, ***"We may have all come on different boats, but we're in the same boat now called CIDRZ."***

Provision Of HIV Services To Defence Force of Zambia Transitioned To CIDRZ



CIDRZ staff and Defence Force of Zambia pose for a photo after the handover ceremony at the Defence School of Health Sciences in Lusaka.

The Centre for Infectious Disease Research in Zambia (CIDRZ) has officially taken over the implementation of the comprehensive HIV services to the Defence Force of Zambia (DFZ) project from Jhpiego, supported by the U.S. Department of Defense (DoD).

CIDRZ DOD Project Director Dr. Mwangelwa Mubiana said CIDRZ was grateful for the opportunity to support the DFZ HIV program and looked forward to its successful implementation in the next four years.

Dr. Mubiana assured DFZ that CIDRZ would work towards sustaining current program standards and work to improve them further.

She added that CIDRZ was ready to work with DFZ and ensure constant collaboration while implementing the program.

Dr. Mubiana explained that CIDRZ will be collaborating with



CIDRZ's Dr. Mwangelwa Mubiana

Development Aid from People to People Zambia, DAPP Zambia, who will be focusing on the community component as well as the #HIVTesting services of the program.

She was speaking at a recent stakeholders meeting held at the Defence School of Health Sciences in Lusaka to mark the official transition of the project to CIDRZ by Jhpiego.

CIDRZ and its consortium partner DAPP were recently awarded a four-year cooperative agreement by the US Department of Defense worth over \$40 million to provide HIV services to the Defence Force of Zambia.

Dreams Programme Continues Touching Lives



Sharon Shapita fixing an electrical fault at Libuyu Youth Community Training Centre in Livingstone Township

CIDRZ's USAID funded controlling HIV epidemic for key and underserved populations (CHEKUP) I project through its Determined, Resilient, Empowered, AIDS-free, Mentored and Safe (DREAMS) initiative has continued to record major successes in its economic empowerment approach for Adolescent Girls and Young Women (AGYW) in response to the HIV pandemic.

In 2023, 88 AGYW were empowered with various vocational skills as a way of equipping them with life survival skills.

Sharon Shapita, 19, from Livingstone, is one such beneficiary of the CIDRZ's DREAMS economic strengthening intervention for AGYW. [Read more...](#)



Sharon explaining to one of the visitors at the exhibition stand.



Sharon demonstrates how electrical powering systems works.

“With the skills I have acquired, I am able to refrain from any activities that might lead me into having transactional sexual relationships that might lead me into contracting HIV.” Sharon Mukwita

CIDRZ Equips Health Workers with Knowledge to Handle Men's Health Issues.

The Ministry of Health, through the Lusaka Provincial Health Office (LPHO), has thanked the Centre for Infectious Disease Research in Zambia (CIDRZ) for its commitment to enhancing the quality of healthcare services provided in the Men's clinics across Lusaka District.

Lusaka District Health Director, Dr Astrida Maseka said the focus on training healthcare staff is a commendable achievement as it equips them with the necessary skills to provide accurate diagnoses, effective treatments, and improved overall patient care.

Dr Maseka who was speaking during the official opening of the Men's Clinic training in Lusaka, said the positive impact of the men's clinics is evident in the increased male involvement in programs such as Prevention of Mother-to-Child Transmission (PMTCT), Outpatient Department (OPD) attendance, and early health-seeking behaviour among men.

She said this demonstrates the importance of specialised healthcare services tailored to men's needs and their role in promoting community health.

Dr Maseka added that the Ministry of Health is now scaling up the 'Finding Men' Initiative, which aims to provide comprehensive men-centred healthcare in a male-friendly environment.

She explained that such initiatives address men's specific health issues and contribute to a more inclusive and accessible healthcare system.

[Read more...](#)



CIDRZ's Dr. James Zulu stresses a point to training participants.



Participants pose for a photo.

Transforming Lives Through Men's Clinics



Wisdom Solami being attended to at the Men's Clinic.

In recent years, there has been a significant shift in societal attitudes toward men's health and well-being. Men are increasingly recognising the importance of seeking professional help for various health concerns.

One notable initiative that has gained traction is the establishment of Men's Clinics, by Ministry of Health Zambia with technical support from the Centre for Infectious Diseases Research in Zambia (CIDRZ) to provide specialised care and support tailored to men's unique needs.

Wisdom Solami is a beneficiary of this initiative and has found solace and support through his journey at a Men's Clinic.

Wisdom's transformative journey began with a mere moment of curiosity.

As he wandered past a Men's Clinic one day, he decided to step inside and inquire about its purpose. Little did he know that this simple act would mark the beginning of a life-changing experience.

Initially apprehensive, Wisdom was pleasantly surprised by the warm, supportive, and non-judgmental atmosphere within the clinic's walls.

The healthcare professionals at the Men's Clinic took the time to listen to his concerns, understand his needs, and develop a personalised treatment plan tailored specifically for him. [Read more...](#)



Wisdom Solami at the Men's Clinic

Can Saliva Be Used To Accurately Predict The Level Of Antibodies Present In Blood?



CIDRZ'S Dr. Caroline Chisenga (Centre) in a discussion after her presentation.

Researchers have, in the recent past, been preoccupied with finding a non-invasive but effective sample, other than using serum, to predict the levels of antibodies present in blood.

While traditionally, serum has been the most widely used biological sample for measuring immunoglobulin isotypes following exposure to natural infection and vaccination, in recent times, saliva has emerged to be the most promising proxy biological sample.

The ability to rely on measurements of antibodies in saliva to accurately predict the level of antibodies present within blood is said to be very advantageous, cheaper, and quicker for early diagnosis and reduction of severe cholera outcomes. [Read more...](#)



CIDRZ's Dr. Caroline Chisenga (far right) poses for a photo with fellow researchers.

ICT Corner: Cybersecurity Tips



In our ongoing quest to safeguard our digital assets and ensuring a secure CIDRZ work environment, find below some quick cybersecurity tips to keep in mind:

1. **Examine URLs carefully:** Hover over hyperlinks to preview the destination URL before clicking. Genuine emails from reputable sources will not contain suspicious or misspelled URLs.
2. **Verify Sender:** Before clicking on any link or opening an email attachment, double check the senders email address. Cybercriminals often use deceptive email addresses that may look legitimate at first glance.
3. **Beware of Urgency:** Phishing emails always come with a sense of urgency; this should raise a red flag. Do not be pressured to act quickly. Be skeptical of unexpected emails claiming immediate action.
4. **Beware of Personalization:** Legitimate emails from reputable organizations often address you by your full name. Be cautious of generic greetings or requests for personal information.
5. **Use Multi-factor Authentication (MFA):** If MFA is not enabled, please contacted ICT to have this enabled.

Remember that cybersecurity is a shared responsibility. Your diligence in adopting these practices plays a crucial role in maintain a cybersecure CIDRZ.



Photo Focus: CPHIA 2023



Selected Pictures From Other CIDRZ Activities



My Safe Space




**Check out
this exciting
app for all
your sexual
reproductive
health and
other needs**





CIDRZ

for a healthy Zambia

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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