

# A LEGACY

OF LEADERSHIP, INNOVATION  
IN HEALTH CARE AND RESEARCH

2025



**Editorial Team**

Moses Nsunge, Ginah Mudenda, Jill Morse, Saboi Songiso and Michael Chisha

# Table of Contents

A Message from the CEO's Office .....	1
Human Resource Corner.....	2
CIDRZ and Teledoctor Zambia Sign MoU to Advance Healthcare Access and Innovation.....	3
USAID-TBLON Project Enhances TB Lab Diagnostic Connectivity with Internet Modems.....	4
Rufunsa Health Workers Laud CIDRZ and Partners for High-Impact Planning Meeting.....	4
Zambia Gears Up for New TB Vaccine Study Amid Global Push to End Tuberculosis.....	5
CIDRZ, MOH Hold Collaborative Planning Meeting in Chilanga and Kafue Districts.....	5
CIDRZ, MOH Facilitate HCWs Exchange Visits to Strengthen HIV Self-Testing Services.....	6
CIDRZ, MoH Strengthen PMTCT Efforts Through Intensive Cohort Monitoring Training.....	6
CIDRZ Receives a BD Fortessa X20 Flow Cytometer, Bolstering its Immunology Assay Capabilities...7	7
CIDRZ Hosts HIV Policy Stakeholder Engagement Workshop.....	8
CIDRZ Disseminates Key PrEP Study Findings to Stakeholders in Zambia's Correctional Facilities.....	9
CIDRZ Continues to Shine Globally as Dr Kamuti Wins Prestigious Equity and Inclusion Award.....	9
Picture Focus: Dr Sikazwe's Send-Off .....	10

## Editor's Note

### Dear Esteemed Readers,

As we bring you the latest edition of our quarterly newsletter, we do so with both pride and a deep sense of reflection.

This edition comes shortly after we bid farewell to our CEO, Dr Izukanji Sikazwe, who has been at the helm of CIDRZ for over a decade. We are grateful for her remarkable service and the legacy she leaves behind, a legacy of excellence, impact, and compassion that will continue to inspire us all.

At the heart of CIDRZ are the stories of your work, the innovations, milestones, and human connections that define our mission. We thank all teams for your continued support in sharing updates, photos, and videos that bring our work to life. These contributions enrich our platforms, strengthen our visibility, and showcase the meaningful change we bring to communities across Zambia.

We encourage you to keep partnering with the Communications team so we can amplify your work even further. We are here to help you tell your story in the most powerful way possible. Let us continue to celebrate our shared achievements and carry forward the values that have shaped CIDRZ into the organisation it is today.

Warm regards,

**Editorial Team:** Moses Nsunge, Ginah Mudenda, Jill Morse, Saboi Songiso and Michael Chisha

# A message from CEO



## Looking Back at 12 Unforgettable Years, While Moving Forward

**Dear CIDRZ Team,**

It feels surreal to be writing this, my final message as your CEO. After 12 incredible years working with you here at CIDRZ, eight of which I had the honour to serve as your first female and Zambian CEO, the time has come for me to say goodbye. The decision to chart a new professional path for myself was not made lightly. While I am immensely proud and excited for this next chapter, I am also filled with gratitude and sadness as I prepare to leave this incredible organisation on June 30, 2025.

Since joining in 2013 as deputy CEO and lead for our largest HIV prevention, care and treatment programme, I carried not only the weight of leading an impactful public health project, but the responsibility and hope of breaking barriers for women leaders in the Zambian public health sector. Together, we have achieved so much: made the realization of quality health services possible for many people in the communities we work in. I have seen firsthand your dedication to duty and the profound impact of your work particularly in our fight against HIV. Your commitment to scientific excellence, innovative programme implementation, and relentless advocacy for increased access to quality health services, especially for our most marginalised communities, has been truly inspiring.

Together, CIDRZ has grown into a renowned local health impact organisation, known globally for its contributions and forward-thinking public health programmes. We have diversified our funding, elevated our profile, and solidified our position as a leading voice in the public health sector. Every one of you has played a crucial role in these achievements, and for that, I am eternally grateful.

I want to assure you that the CIDRZ Board of Directors has put in place a robust and transparent system to identify our next CEO and ensure a seamless leadership transition.

I have full confidence in my colleagues at EXCO and the Leadership Team, and by extension in the Management Forum and in each of you, continuing to uphold the highest standards of excellence in our work and the CIDRZ values. The mission of CIDRZ remains paramount, and I know you will continue to drive it forward with the same passion and dedication.

While my role is changing, my commitment to CIDRZ and its mission will always remain. I look forward to watching CIDRZ continue to flourish and achieve even greater heights in the years to come.

Thank you, from the bottom of my heart, for your trust in my leadership, for challenging me, walking and working with me, and for always supporting me. I have felt your presence and commitment to CIDRZ and to me, not only during the happy times, but during those difficult and challenging dark days. Remember, “it’s always darkest before dawn”, but morning and all its blessings will always come. This is not goodbye, but until we meet again. Keep well!

Best regards,

**Dr Izukanji Sikazwe**

**Chief Executive Officer, January 2017 - June 2025**

# HUMAN RESOURCE CORNER

## Unity, Diversity, Innovation and a Stronger Culture

**Dear CIDRZ Team,**

As part of our staff wellness efforts this quarter, we launched *Conversations with HR* to connect the HR Department directly with staff.

### **What is *Conversations with HR***

*Conversations with HR* is a new initiative designed to bridge the information gap between the HR Department and the staff we serve. This platform provides a space to share important updates, educate employees on their rights and responsibilities, and ensure everyone is informed about HR processes and how to access them.

In addition, the platform offers an opportunity for HR to gather feedback from staff helping us continuously improve our processes and better meet your needs.

### **Purpose and Benefits**

The main purpose of *Conversations with HR* is to foster open, two-way communication between employees and the HR team. Through this initiative, we aim to build a more transparent, responsive, and employee-centered workplace. By regularly engaging with staff through these sessions, we hope to improve understanding of key policies, enhance employee satisfaction, and create an environment where staff feel supported and heard. Your feedback will play a critical role in helping us shape and refine our services to better support you in your work.

### **Topics to Expect**

Each session will focus on a relevant theme aimed at building knowledge, life skills, and engagement among staff. Topics will include areas such as:

- Employee benefits
- Workplace policies
- Career development
- Conflict resolution
- Mental health and wellness

These sessions will be interactive, allowing staff to submit questions before, during, and after the presentations - including an option to do so anonymously. A feedback mechanism will also be in place to help us continuously improve the platform and ensure it meets your expectations.

### **Life Beyond the Workplace: Our First Session**

As part of our May 2025 celebrations for Employee Month and Mental Health Awareness, we conducted our inaugural



*Conversations with HR* session with a timely and thought-provoking discussion titled *Life Beyond the Workplace*.

This discussion encouraged reflection on what life looks like outside our professional roles a topic often overlooked, yet deeply relevant. The early months of 2025 reminded us of the inevitable nature of change. Whether it's striving to meet KPIs or navigating the uncertainty of funding landscapes, many of us have encountered challenges that have impacted our well-being and future outlook. In response, the HR Department curated a special session to help staff prepare for life after formal employment whether that transition comes through retirement or changes in project funding. The session emphasised that preparing for retirement should begin at the very start of our employment journey. It focused on four key areas:

- Finances
- Intellect (Mindset)
- Social (Relationships)
- Health

Staff were encouraged to begin planning proactively in all these areas to secure a future of stability and fulfilment. We look forward to bringing you more meaningful topics in the coming months all with the aim of ensuring a well-informed and empowered CIDRZ workforce.

***Join us in the next session as we continue building stronger connections, one conversation at a time.***

Best regards,

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

# CIDRZ and Teledoctor Zambia Sign MoU to Advance Healthcare Access and Innovation

The Centre for Infectious Disease Research in Zambia (CIDRZ) and Teledoctor Zambia have signed a Memorandum of Understanding (MoU) that marks the beginning of a transformative partnership aimed at reshaping the future of healthcare in Zambia.

The MoU, made possible through CIDRZ Central Laboratory's unique position as a central pillar of diagnostics and research support in the country, reflects a shared commitment to harness telemedicine, research, and diagnostic technologies to enhance healthcare delivery nationwide, especially in underserved communities.

Delivering his remarks at the signing ceremony, CIDRZ Deputy Chief Executive Officer, Mr Nana Appiah Qua-Enoo, said the MoU was more than just a formal agreement but also "a key initiative aimed at promoting data-driven decision-making to guide national health policies and ensure that interventions are both effective and evidence-based". [Read More...](#)



**CIDRZ Deputy Chief Executive Officer, Mr Nana Appiah Qua-Enoo (right) and Teledoctor Zambia Chief Operations Officer Ms Malango Goma, during the signing of MoU between CIDRZ Central Laboratory and Teledoctor Zambia**



# USAID-TBLON Project Enhances TB Laboratory Diagnostic Connectivity by Supporting MOH with Internet Modems

CIDRZ through its USAID-funded Tuberculosis Local Organisation Network (TBLON) project, has donated 250 internet modems to support the roll out of Cepheid C360 to laboratories in Zambia. This donation will enhance the Ministry of Health Zambia's (MOH) ability to remotely monitor GeneXpert machines, contributing to improved system performance and management.

The USAID-TBLON Project Chief of Party, Dr Mary Kagujje handed over the modems at the Ministry's headquarters in Lusaka. Dr Kagujje explained that the donation is part of a broader package of support under the TBLON project aimed at strengthening Zambia's laboratory systems and the diagnostic network. [Read More](#)



Chief of Party for the USAID TBLON Project, Dr Mary Kagujje, handed over modems at the Ministry of Health headquarters in Lusaka.

# Rufunsa Health Workers Laud CIDRZ and Partners for High-Impact Planning Meeting



Some Health workers from Rufunsa District have commended the Centre for Infectious Disease Research in Zambia (CIDRZ), Lusaka Provincial Health Office (LPHO), and the U.S. Centers for Disease Control and Prevention (CDC) for organising a high-impact semi-annual planning meeting for healthcare providers which was held in Luangwa recently.

Speaking during the official opening of the meeting, Rufunsa District Health Office Planner Nicholas Sakala described the gathering as unique, especially in light of current global healthcare challenges. [Read More...](#)



CIDRZ Chief Scientific Officer and Principal Investigator, Dr Monde Muyoyeta (far right), presents an overview of the INTRO-TB-VAX Study during a stakeholder meeting in Lusaka.

## Zambia Gears Up for New TB Vaccine Study Amid Global Push to End Tuberculosis.

CIDRZ is partnering with the Ministry of Health Zambia to conduct the INTRO-TB-VAX study, an innovative research initiative to estimate the relative prevalence of tuberculosis Infection (TBI) among various populations by testing adults and adolescents in everyday community settings. [Read more...](#)



## CIDRZ and MOH Holds Collaborative Planning Meeting to Boost Health outcomes in Chilanga and Kafue districts

CIDRZ, in partnership with the Ministry of Health Zambia and with support from the Centers for Disease Control and Prevention (CDC), hosted a dynamic semi-annual planning meeting that brought together health experts and key stakeholders to review progress from the first half of the year, strengthen underperforming facilities and accelerate health outcomes across Chilanga and Kafue districts. [Read More...](#)



## CIDRZ, MOH Facilitates HCWs Exchange Visits to Strengthen HIV Self-Testing Services

The Centre for Infectious Disease Research in Zambia (CIDRZ), in partnership with the Ministry of Health Zambia and with financial support from the Children's Investment Fund Foundation (CIFF) through Population Services International (PSI), hosted an exchange visit programme for facility-based healthcare providers to enhance HIV self-testing (HIVST) services [Read More...](#)



Project Principal Investigator Dr Natalie Vlahakis (left) and HIV Self-Testing Project Manager and CIDRZ Advisor for Men's Clinics and Health Promotion Dr James Zulu during an exchange visit programme.

## CIDRZ, MoH Strengthen PMTCT Efforts Through Intensive Cohort Monitoring Training in Lusaka



CIDRZ PMTCT Medical Mentor, Dr Chimwemwe Zulu, during the recent Prevention of Mother-to-Child Transmission (PMTCT) Cohort Monitoring Training held at the CIDRZ Head Office in Lusaka.

The Centre for Infectious Disease Research in Zambia (CIDRZ), in partnership with the Ministry of Health Zambia, recently conducted a four-day intensive Prevention of Mother-to-Child Transmission (PMTCT) Cohort Monitoring Training aimed at strengthening Zambia's efforts to eliminate mother-to-child transmission of HIV.

Held at the CIDRZ Head Office in Lusaka, the training targeted nurses, midwives, HIV nurse practitioners, and psychosocial counsellors from Maternal and Child Health (MCH) departments and labour wards from Lusaka Central and Kabwata constituencies. Key topics covered included cohort monitoring and definitions of key indicators, HIV Exposed Infant (HEI) Cohort Analysis, data quality, and PMTCT indicators among others. [Read More...](#)

# CIDRZ Receives a State-of-the-Art BD Fortessa X20 Flow Cytometer, Bolstering its Immunology Assay Capabilities



True to its vision of promoting a healthy Zambia, the Centre for Infectious Disease Research in Zambia (CIDRZ), through its Enteric Disease and Vaccine Research Unit, has received a state-of-the-art BD Fortessa X20 Flow Cytometer from the International Society for Advancement of Cytometry (ISAC), bolstering its immunology assay capabilities. This advanced equipment strengthens CIDRZ's ability to conduct cutting-edge immunological research and provides an essential platform for training, capacity building, and regional scientific collaboration. [Read More...](#)

## CIDRZ, MOH Strengthens Laboratory Risk Management Through National Training

The Centre for Infectious Disease Research in Zambia (CIDRZ), in collaboration with the Ministry of Health Zambia, recently hosted a comprehensive Risk Management Training for laboratory professionals enrolled in the national accreditation programme. [Read More...](#)



CIDRZ and Ministry of Health staff during the Risk Management Training aimed at strengthening laboratory services



## CIDRZ Hosts HIV Policy Stakeholder Engagement Workshop

Addressing disruptions in HIV care remains a critical component in improving the effectiveness of HIV prevention and treatment efforts. As Zambia continues to strive toward the UNAID 95 95 95 targets, one of the key challenges is ensuring continuity of care for people living with HIV (PLWH). In sub-Saharan Africa, frequent cycling in and out of care has led to treatment gaps, high viral loads and, ultimately, higher mortality. [Read More...](#)



## CIDRZ Disseminates Key PrEP Study Findings to Stakeholders in Zambia's Correctional Facilities

The Centre for Infectious Disease Research in Zambia (CIDRZ), alongside the University of Maryland, Baltimore, and the Centre for International Health, Education, and Biosecurity (CIHEB), in partnership with the Ministry of Health Zambia and the Zambia Correctional Service, recently held a dissemination meeting for the pioneering "Prisons Pre-Exposure Prophylaxis: Values, Adherence, and Implementation in Lusaka" ( PrEVAIL study). [Read More...](#)



**Dr Michael Herce, CIDRZ Director of Implementation Science and Multiple Principal Investigator of the PrEVAIL study, presents key findings to stakeholders during a dissemination meeting in Lusaka**

## CIDRZ Continues to Shine Globally as Dr Kamuti Wins Prestigious Equity, Diversity, and Inclusion Award

The Centre for Infectious Disease Research in Zambia (CIDRZ) has continued setting trends in public health on the global stage following the recognition of Dr Ethel Kamuti, Clinical Research Fellow, who received the Equity, Diversity, and Inclusion Early Career Award from the Society for Clinical Trials (SCT). Dr Kamuti was one of only four exceptional recipients selected globally and was formally recognised during the SCT Annual Meeting held on 20th May 2025 in Vancouver, Canada. [Read More...](#)



**Dr Ethel Kamuti (fifth from left) at the SCT Annual Meeting held in Vancouver, Canada**

# Dr Sikazwe's Send-Off





Republic of Zambia

Ministry of Health

# Find out more about your health **NOW**



Scan for more information



**Men's health matters, action immediately.**

*For more information contact the nearest health facility*



## **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.**

**Copyright © 2025 CIDRZ, All rights reserved.**

**Our mailing address is:**

**Centre for Infectious Disease Research in Zambia**

**Stand No F/378A/15, Main Street, Ibex,**

**P.O Box 34681**

**Lusaka, Zambia**

**Email: [info@cidrz.org](mailto:info@cidrz.org)**

**Website: [www.cidrz.org](http://www.cidrz.org)**

