



International Federation of Environmental Health

Zimbabwe Environmental Health Practitioners Association (ZEHPA) a member of the IFEH



*WORLD ENVIRONMENTAL HEALTH DAY*

*26 SEPTEMBER 2020*

**ENVIRONMENTAL HEALTH: A KEY PUBLIC  
HEALTH INTERVENTION IN DISEASE  
PANDEMIC PREVENTION**

*Published by the ...*

*2019-2021 National Executive Committee*



***ABOVE:** Part of the ZEHPA NEC Posing for a Group Photo with the Acting Permanent Secretary of Health (MoHCC) Dr G Mhlanga, The Director EH Services MoHCC Mr V.Nyamandi and the then Chairperson EHPCZ Mr D. Chibanda at MoHCC Head Office Harare*

***BELOW:** ZEHPA NEC members after the meetings with Ministry of Health and Child Care Officials as well as EHPCZ in Harare-Zimbabwe*



## WORLD ENVIRONMENTAL HEALTH DAY IN ZIMBABWE.

*WEHD in Zimbabwe was first celebrated in Kwekwe City (2017), then Bulawayo City (2018) and at the National University of Science and Technology (NUST), Bulawayo (2019). As for 2020, the event was scheduled to be a bigger celebration in Sakubva Stadium, Mutare City but COVID-19 Pandemic eroded the plans away. All the previous ZEHPA WEHD celebrations are available on the International Federation of Environmental Health (IFEH) website [www.ifeh.org](http://www.ifeh.org)*

*This year 2020, as ZEHPA NEC we have failed to organize any physical or virtual event, due to various circumstances beyond our control, but however we are taking this opportunity, to share with our members, stakeholders and the International Community, the Journey we have traveled so far. We are sharing our experiences, achievements and anticipations in this document as a way of keeping our internal and external communities fully aware of what ZEHPA is all about.*

*Although we have not managed to host any WEHD of our own, we managed to feature as guest participants in various WEHD online events organized by counterparts in various countries such as Australia, Uganda, South Africa and Nigeria etc. We have also shared with our members the IFEH WEHD Global Declaration which was coordinated by the American National Environmental Health Association (NEHA) <https://www.neha.org/news-events/latest-news/2020-world-environmental-health-day-declaration>*

## ZEHPA BRIEF BACKGROUND

*Zimbabwe Environmental Health Officers Association (ZEHOA) and Zimbabwe Environmental Health Technicians Association (ZEHTA) amalgamated into Zimbabwe Environmental Health Practitioners Association (ZEHPA) during the 1996-1997 era. ZEHPA until today is the sole professional Organization representing the academic and professional interests of EHPs in Zimbabwe.*

*After the Amalgamation, ZEHPA made significant strides in coordinating, advocating and protecting the interests of Environmental Health in Zimbabwe but as a result of several challenges, ZEHPA lost grip and collapsed for some years, until an interim NEC lead by Mr Victor Nyamandi (Then ZEHPA Interim President) revived the Association at Gweru Civic Centre Elective-Annual General Meeting. A New NEC was elected chaired by Mr Patrick Mirirayi covering 2016-2019. The present NEC chaired by Mr Stephen Musarapasi was elected at Masvingo City AGM Held in May 2019 and the term is running until August 2021.*

*The historical evolution of Environmental Health in Zimbabwe is being scientifically studied by: Ncube. F (PhD), Macherera M (PhD), Nare. L (PhD), Fambirai T, Hoko N and Parayiwa T. As ZEHPA NEC we encourage all our members to take part in this project whose results will benefit generations to come.*

*We wish all EHPs in Zimbabwe and all over the World a Happy World Environmental Health Day!!!!!!!!!!*

## **ZEHPA OBJECTIVES**

ZEHPA objectives are summarized in the ZEHPA motto:

**“Caring for the environment in the interest of Environmental Public Health”.**

ZEHPA aims to represent the Academic, Professional and labor related interests of its members in Zimbabwe. ZEHPA promotes Environmental Health information sharing among its members through various communication systems and aim to hold appropriate educational and scientific conferences that promotes: Scientific presentations, exhibitions, and general information sharing.

At National Health Strategic Planning level, ZEHPA aim to advocate for the Environmental Health Profession such that EHPs are supported with the appropriate resources for effective Preventive Health Care in Zimbabwe.

## **ZEHPA MANDATES AS ENSHRINED IN THE ZEHPA CONSTITUTION.**

1. Regulate the industrial relationship between member EHPs and their employers by negotiating appropriate Collective Bargaining Agreements (CBAs).
2. Promote and protect the interest of EHP members and Facilitate the settlement of disputes between members and their employers
3. Assist members in obtaining employment by providing a platform for networking;
4. Promote and encourage the establishment of and to regulate the operation of training and advancement schemes for members and Environmental Health Practitioners in general;
5. Promote or establish provident and other mutual benefit schemes for members;
6. Provide, when deemed necessary, legal assistance to members, on matters in connection with or arising from their employment;
7. Use every legitimate means to include all persons who are eligible for membership to become members;
8. Develop and maintain a code of ethics for Environmental Health Practitioners;
9. Promote, support or oppose legislative measures concerning Environmental Health, food handling, housing, waste disposal, disease

prevention, provision of health amenities or other measures of public health interest through lobbying.

10. Promote and advance the science and practice of environmental health by all appropriate means;
11. Promote and encourage, through all forms of media, the public dissemination of information on Environmental Health;
12. Do such other lawful things as may appear to be in the interest of members and consistent with the fulfilment of these objectives.

**ZEHPA is committed to:**

- Publish journals, newsletters, scientific papers of Environmental Health for the benefit of EHPs in Zimbabwe and beyond.
- Hold/Host Environmental Health Conferences, Congresses or attend such events when invited in the best interests of EHPs in Zimbabwe
- Promote the study of Environmental Health and related Sciences.
- Exchange information about training and educational methods
- Promote field studies of Environmental Health, Research and disseminate knowledge concerning Environmental Health
- Co-operate with other Organizations working on matters related to Environmental Health
- Organize, finance and maintain a development fund for the fulfilment of specific projects approved by the ZEHPA General Council
- Make grants or loans to ZEHPA members for the purposes of furthering Environmental Health studies.

**WORK CULTURE BASED ON GOOD VALUES**

**ZEHPA Members are expected to uphold the following values**

**ACCOUNTABILITY**

**FAIRNESS**

**RESPECT**

**RESPONSIBILITY**

**TRANSPARENCY**

**TRUSTWORTHINESS**

**HONESTY**

**PROFESSIONALISM**

**LOYALTY**

**INTEGRITY**

**TEAMWORK**

## **ZEHPA GENERAL COUNCIL COMMITTEE SUB-COMMITTEES**

**The following Sub-committees are to be maintained all the times**

- Publicity and Public Relations
- Education and Training
- Infectious Diseases
- Disaster Preparedness and Response
- Fund Raising
- Salaries and Benefits Negotiation
- Legal and By-Laws
- Advisory board
- Scholarships
- Funeral Fund

### **1.0 MEMBERSHIP**

According to our ZEHPA Constitution, ZEHPA membership is open for any willing trainee, serving or retired EHP possessing Environmental Health Qualifications or anyone whom the ZEHPA General Council may decide to offer full membership with reasons. As it stands the General Council Committee, is considering reviewing the Constitution and accommodating supporting staff such as Field Orderlies (FO) whose routine work is pro-Environmental Health, despite them not having any qualifications in Environmental Health. As at WEHD 2020, ZEHPA is comprised of 844 members, and these include EHPs working in both Central and Local Government, NGOs, Private Sector, Mining Industry, Consultancy Organizations, Academic Institutions and Security Forces.

### **2.0 ZEHPA NATIONAL EXECUTIVE COMMITTEE**

The NEC is made up of the following 7 key positions : President, Vice President, Secretary General, Vice Secretary General, Treasurer and 2 NEC Members. The NEC is mandated to execute and implement resolutions passed by The General Council. Constitutionally ZEHPA NEC teams run for 2 years.

### **3.0 ZEHPA GENERAL COUNCIL**

Geographically Zimbabwe is made up of 10 Provinces (Matabeleland North, Matabeleland South, Bulawayo, Midlands, Masvingo, Mashonaland East, Mashonaland West, Mashonaland Central, Manicaland, Harare) According to ZEHPA Constitution, a Branch is made up of 50 or more registered members and hence each Geographical Province is housing a ZEHPA Branch headed by a ZEHPA Branch Chairperson. Since 2017 an additional Branch for Environmental Health Trainees was established and headed by a ZEHPA Students Branch Chairperson. The General Council is made up of the 11 Branch Chairpersons plus the 7 NEC members making a total of 18 members.

The General Council Committee (GC) is the highest decision making Board of the Association and also serves as the medium of official communications between the NEC and the members on the ground. Branch structures are also renewed by elections at Branch AGMs after a new NEC is established.

**During the course of the 2019-2021 NEC Term, ZEHPA GC resolutions mandated the NEC to present the following resolutions to the various authorities in Zimbabwe, in the interest of ZEHPA members.**

- The need for reactivation of Public Health Law enforcement activities, EHPs in Zimbabwe are presently not administering spot fines to public health law offenders and this function is needed back.
- The need for establishment of EHP posts at Central Hospitals such as Parirenyatwa Group of Hospitals, Mpilo and United Bulawayo Hospitals as well as all the Provincial Hospitals.
- The need for more EHPs to improve the **EHP: Population ratios** to 1 EHP covering an average of 8000 people in both rural and urban settings.
- The need for Environmental Health Policy, Training Policy and Recruitment Policy to solve various challenges affecting EHPs in Zimbabwe.



- The need for Environmental Health Standard Operating Procedures (SOPs)
- The need for Technical tools of trade in Food, Water and Air Quality Monitoring.
- The need for clear Advancement Procedures and Grading Systems that place higher qualifications in higher grades and higher salaries as opposed to the present systems that reduce one's salary after upgrading from EHT to EHO.
- The need for Post Basic Allowances for EHPs with extra qualifications
- The need for Port Health Practitioners in Zimbabwe to have their independent reporting structure from grassroots to Head Office as some of their unique needs may be diluted or trivialised when they report via District and Provincial Structures.
- The need for specialist sections in Environmental Health from grassroots to Head Offices for effective and efficient services delivery and to move away from the Jack-of-all Trades approach.
- The need for EHPs to be issued with service Identity Cards. Majority of EHPs are making their own IDs and as such the IDs are standardized plus for security reasons, its much safer if these IDs are issued from the Government Printers
- The need for Environmental Health Vehicle Fleet for District, Provincial and National Levels to assist in Field work activities. Mostly District and Provincial EHPs field activities are facing transport challenges.

As we celebrate World Environmental Health Day this 26 September 2020, as ZEHPA NEC, we are pleased to announce that all these issues have been addressed to the various responsible authorities and we just await to see implementation taking place.

#### **4.0 THE RESTRUCTURING OF MINISTRY OF HEALTH AND CHILD CARE- ZIMBABWE**

As stakeholder Organisation to the MoHCC, we are still worried and trying to get to terms with a newly published proposed structure by the MoHCC which now recognize 9 Chief Directorates.

Within the new 9 Directorates, the Preventive Health is distinctly spelt out as a stand alone entity. We are not even so sure yet, where exactly Environmental Health will be placed. We are also worried by the fact that MoHCC never consulted us to give our input towards the MoHCC Restructuring exercise and yet we are one of the biggest stakeholders in the country.

##### **The new Chief Directorates are as follows**

1. Human Resources
2. Biomedical Engineering
3. General Inspectorate for the Health Service
4. Curative Services
5. Health Professional Councils Regulation
6. Personnel and External Relations (Health Attaches)
7. Public Health, Policy and Strategy Programmes
8. Logistics and Assets Management
9. Finance and Corporate Services

The MoHCC restructuring exercise is still ongoing and we are hopeful that our concerns will be invited at some point. We are worried that Preventive Health may be trivialized and yet it should be placed at the center of Environmental Public Health.

#### **5.0 THE HEALTH APEX COUNCIL (HAC)**

The Health Services Bipartite Negotiations Panel (HSBNP) is a legally established platform for all Collective Bargaining and dialogue between Health Worker Representatives and the Government of Zimbabwe (GoZ) under the HSBNP Statutory instrument 111 of 2006.

6 various Health Professional Union/Associations representing the main Professions in Zimbabwe forms The Health Apex Council, and at the present moment ZEHPA is holding the position of Vice Chairperson Health Apex Council deputizing the Nurses Association. ZEHPA is standing in solidarity with rest of the Health Workers Unions and Associations in pursuing the struggle for employers to pay decent living wages to all health workers in Zimbabwe.

## **6.0 ACADEMIC INSTITUTIONS**

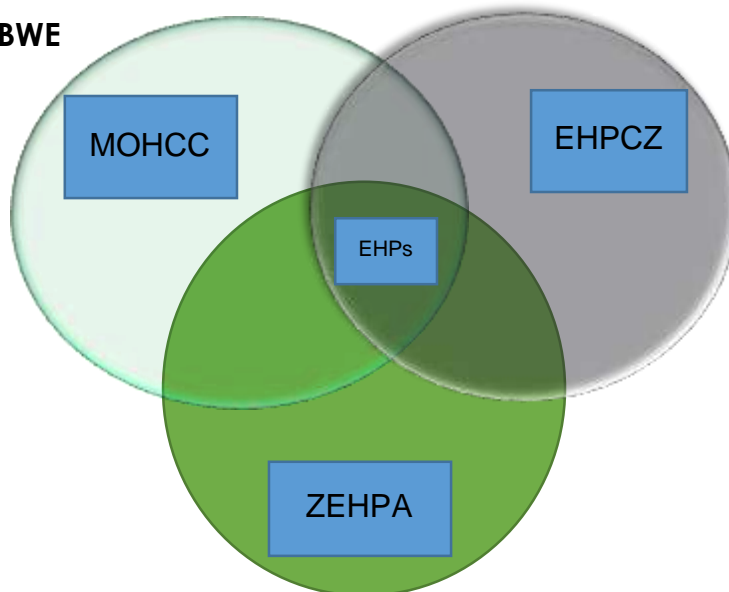
The Lupane State University officially wrote to ZEHPA during their stakeholders Consultations for the 2 upcoming Master of Science Degree Programs.

- MSc Food Safety and Port Health
- MSc One Health

The 2 Programs are set to be 2-year block release courses targeting EHPs, and other professionals from related fields such as Crop and Animal production. ZEHPA is in full support of the upcoming degree programs.

As ZEHPA we remain available for any such consultations by any other Environmental Health training institution in Zimbabwe.

**7.0 THE INTER-RELATIONSHIPS BETWEEN MINISTRY OF HEALTH, ENVIRONMENTAL HEALTH PRACTITIONERS COUNCIL AND ENVIRONMENTAL HEALTH ASSOCIATION IN ZIMBABWE**



MoHCC ENVIRONMENTAL HEALTH DEPARTMENT	EHPCZ	ZEHPA
<ul style="list-style-type: none"> <li>• The MoHCC is the lead Ministry for all Health issues. The Permanent Secretary (PS) of Health holds the administrative Authority and approves all Health affairs.</li> <li>• In terms of Environmental Health, The Director Environmental Health Services (MoHCC) is the link to the Permanent Secretary, Minister of Health and all other stakeholders.</li> <li>• EHPCZ and ZEHPA can achieve more if they work closely with the Director EH MoHCC</li> </ul>	<ul style="list-style-type: none"> <li>• The EHPCZ is the regulatory authority responsible for registering and deregistering EHPs, offering Practicing Certificates, upholding and monitoring conduct and discipline of EHPs</li> <li>• Assessing local and international EH qualifications,</li> <li>• Improving quality of training,</li> <li>• Continuous Professional Development CPD</li> <li>• For best outcomes the EHPCZ needs ZEHPA and MoHCC</li> </ul>	<ul style="list-style-type: none"> <li>• Representing EHPs as a labor Board, assessing and advocating for EHPs needs from training, field work and welfare needs,</li> <li>• Advocating and lobbying for Human, Material, Transport, Financial Resources including Technical tools of trade.</li> <li>• Engaging Stakeholders, marketing and promoting EH locally and abroad. For best Outcomes ZEHPA needs good relations with EHPCZ and MoHCC</li> </ul>

**Instead of working as a team, these 3 institutions sometimes face role conflicts. As ZEHPA we remain hopeful that team work will be maintained all the times**

## 8.0 ENVIRONMENTAL HEALTH GENERAL PICTURE IN ZIMBABWE

As we celebrate the 2020 World Environmental Health Day in Zimbabwe, we are also dealing with various imbalances and sad realities. Environmental Health profession continues to be downsized, under-utilized, misplaced or displaced by various emerging fields. A closer example is the field of **WATER AND SANITATION** in Zimbabwe. This Sector falls under the Ministry of Lands Agriculture, Water, Climate and Rural Resettlement (MoLAWCRR) and at National Level there are 3 main Clusters Chaired by the following Authorities.

- Rural WASH Cluster Chaired by The District Development Fund (DDF) a Department in the Office of the President and Cabinet
- Urban WASH Cluster Chaired by the Ministry responsible for Local Government
- Water Resources Management Cluster Chaired by the Ministry responsible for Water

The Environmental Health Department is not chairing any of the 3 main Clusters and it is only involved as a mere spectator and yet the WASH Sector is more into Environmental Health than anything else.

At least there was need for the formation of a 4<sup>th</sup> Cluster possibly on Health and Hygiene such that the multi-sectorial approach becomes more meaningful. In terms of **WATER-BASED, WATER-WASHED, WATER-RELATED and WATER-BORNE DISEASES** the present players involved in the leadership of the WASH Sector in Zimbabwe are not anywhere nearer to Preventive Health practitioners and the sector bottlenecks expose the country to perennial outbreaks of Cholera, Typhoid and other epidemic prone diseases related to poor WASH.

## 9.0 THE REGIONAL AND INTERNATIONAL PARTNERSHIPS AND RELATIONS

For the first time, ZEHPA attended the 3<sup>rd</sup> IFEH Academic Conference on Environmental Health in April 2019 in Kampala, Uganda and since then ZEHPA is still active in regional and International Environmental Health affairs. Plans are in place to attend the 4<sup>th</sup> IFEH Academic Conference on Environmental Health in May 2021 (Tartu College, Estonia) and the 16<sup>th</sup> World Congress on Environmental Health in August 2022 (Kuala Lumpur, Malaysia)

ZEHPA is still looking forward to be twinned to any willing National Association under the IFEH Twinning program. Previously ZEHPA had Scotland as its IFEH Twin

## **10.ORGANISATIONAL VISIBILITY AND PUBLICITY**

We have had our ZEHPA NEC members featuring on social, print and mass media platforms representing the professional interests of EHPs in Zimbabwe and we anticipate to continue being visible to our internal and external communities. Where funds would permit we also anticipate to publish documentaries to reach our local and international followers.

## **11. SET ACHIEVEMENTS AND GOALS**

ZEHPA Intends to have the following Assets, properties and funds

- An Office Building as presently the Association does not possess or rent any office.
- Office furniture and equipment
- Funeral and Bereavement Fund
- Scholarships and Academic Loan Schemes
- Housing Schemes

We know very well that these dreams may sound too bigger for our smaller Association, but a journey of a thousand miles begins with just one step. If not our generation, then generations to come will have to finish the race.

The ZEHPA 2019-2021 NEC would like to place it on record that much of the challenges that affect EHPs in Zimbabwe have at least been addressed to the appropriate Authorities in the Ministry of Health and Child Care as well as any other relevant authorities, however even the next generations of ZEHPA NECs should pick up from wherever we leave and continue fighting until Environmental Health in Zimbabwe restores back its lost Glory.

## **12. PARTNERS, FUNDERS, AND STAKEHOLDERS**

Whilst ZEHPA Horizons are expanding every day in terms of collaborations and partnerships, the Association still lacks funding partners locally, regionally or internationally. The funds raised from the internal community through membership subscriptions is far from being enough to meet the immediate and long term expectations of the Association. We appeal to any willing Organization, or Individuals to partner with us as external funders.

As ZEHPA NEC we would like to appreciate the following Partners and Stakeholders for their continued support in various ways

- Ministry of Health and Child Care Zimbabwe, Environmental Health Department
- Environmental Health Practitioners Council of Zimbabwe (EHPCZ)
- Health Services Board Zimbabwe (HSB)
- Training and Research Support Center (TARSC)
- Community Working Group on Health (CWGH)
- Environmental Management Agency
- National University of Science and Technology
- NUST Environmental Society (NES)
- Lupane State University
- Global Climate and Health Alliance
- Green Cycle Solution
- Zimbabwe Climate Change Coalition
- Bird Life Zimbabwe
- Magna Fame Youth Action Group



### **CONTACT US**

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