



**JAMHURI YA MUUNGANO WA TANZANIA
WIZARA YA AFYA
BARAZA LA UUGUZI NA UKUNGA TANZANIA**



**MAFUNZO YA KUJIENDELEZA KITAALUMA KWA WAUGUZI NA
WAKUNGA**

(CPD PRACTICE FOR NURSES AND MIDWIVES)

Utangulizi

Mafunzo ya kujiendeleza kitaaluma ni mchanganyiko wa shughuli mbali mbali za mafunzo anayopata mtaaluma ili kujenga umahiri na kuimarisha uwezo wake wa kutoa huduma bora. Mafunzo haya yanajumuisha kujifunza kila siku mambo mbalimbali katika eneo la kazi kutokana na uhitaji, changamoto zilizopo au uwepo wa mambo mapya (*updates*) katika taaluma na huduma kwa ujumla.

Mafunzo haya ni takwa la kisheria kwa wataalamu kufanya maendeleo endelevu ya umahiri wao wa kitaaluma. Sheria ya Uuguzi na Ukunga ya Mwaka 2010, Kanuni yake **Kifungu cha 6 (28)(1)** cha Kanuni ya mafunzo ya mwaka 2010 (**The Nursing and Midwifery Training Regulations, 2010**) kinamtaka muuguzi na mkunga kujiendeleza kitaaluma ikiwa ni kigezo muhimu wakati wa kuhuisha Leseni yake bila kujali kama ameajiriwa au hajaajiriwa. Hii inaenda sambamba na Mfumo wa Kitaifa unaohimiza mafunzo ya Kitaalamu kwa Watoa Huduma za Afya Tanzania wa mwaka 2016 (National CPD Framework).

Lengo la CPD

Mafunzo ya kujiendeleza kitaaluma kwa wauguzi na wakunga yameandaliwa ili kuwawezesha kufanya maendeleo endelevu ya umahiri wao wa kitaaluma ikijumuisha;

- Kuboresha matokeo ya mgonjwa anayehudumiwa
- Kurekebisha Makosa mengi yanayofanywa na wataaluma kwa sababu ya kukosa umahiri, ujuzi duni na mtazamo usiofaa dhidi ya taaluma.
- Makosa mengine yanatokana na uwepo wa teknolojia mpya katika huduma za afya ambayo watendaji hawajaoneshwa au kujifunza.

Umuhimu wa mafunzo ya kujiendeleza

- i. Kukidhi mapungufu yaliyobainishwa katika ujuzi na maarifa ya mtaaluma binafsi na Taasisi kwa ujumla
- ii. Kumwongezea Muuguzi/Mkunga maarifa,ujuzi pamoja na kumpa mtazamo mpya (Knowledge,Skills and Attitudes) katika utoaji wa huduma
- iii. Kumwezesha Mtaaluma kutoa huduma bora kwa wateja wake zinazoendana na wakati
- iv. Huwawezesha wataaluma kukabiliana na changamoto mbalimbali za kuibuka kwa magonjwa, mabadiliko ya tabia nchi na ukuaji wa haraka wa sayansi na teknolojia
- v. Huinua kiwango cha kufiri na kufanya maamuzi ya kisayansi katika utoaji wa huduma
- vi. Humsaidia mtaaluma kukidhi takwa la Kisheria na kuweza kuhuisha leseni yake.

Muda wa Mafunzo ya kujiendeleza

Mafunzo ya kujiendeleza yamegawanyika katika sehemu tatu ambapo alama 2-40 zimetolewa

1. Mafunzo ya muda mfupi kuanzia saa moja mpaka mwezi
2. Mafunzo ya muda wa kati kuanzia miezi 3 hadi 6
3. Mafunzo ya muda mrefu kuanzia mwaka mmoja na kuendelea.

Maboresho katika taratibu za mafunzo (CPD logbook)

- Kuanzia mwaka 2023 marejea ya mwongozo wa mafunzo ya kujiendeleza kitaaluma yalifanyika ili kuendana na miongozo ya Wizara hivyo kupelekea kufanyika yafuatayo:
- Mtaaluma anatakiwa kupata alama 20 kila mwaka kutoka maeneo mbalimbali ya kujifunza katika mchanganuo ulioonyeshwa katika kitabu cha kuweka kumbukumbu (**CPD Logbook**)

- Jumla ya alama za mafunzo anazotakiwa kupata mtaaluma ili kuhuisha Leseni yake ni 60 ndani ya miaka mitatu **(2023 hadi 2025)**

Aina ya mafunzo ya CPD, njia za kusoma na mgawanyo wa alama

1. Mafunzo ambayo yanapatikana eneo la kazi (non-accredited)

Mafunzo haya ni yale ambayo mtaaluma anayapata kila siku eneo lake la kazi na yanapangwa na wataaluma wenyewe yakilenga kuboresha hali ya utoaji wa huduma na huduma kwa ujumla. Yanachukua asilimia 50 sawa na alama 30 ambapo mtaaluma atatakiwa kupata alama 10 kwa mwaka

Mafunzo yaliyoratibwa na kupata itibathi (Accredited CPD modules)

Mafunzo haya yameandaliwa na wadau mbalimbali kuanzia eneo la utoaji wa huduma na wanaosimamia miradi. Yanachukua asilimia 30 sawa na alama 18 ambapo mtaaluma atatakiwa kupata alama 6 kwa mwaka

2. Mafunzo yanayopatikana kwa njia ya mtandao (Online CPD)

Mafunzo haya yanatolewa kupitia mtandao – mtaalamu anatakiwa kusoma maeneo yanayoongeza umahiri katika utoaji wa huduma. Yanachukua asilimia 20 sawa na alama 12 ambapo mtaaluma atatakiwa kupata alama 4 kwa mwaka.

Mtaaluma atasoma kupitia application ya **WCEA** (<https://engagement.wcea.education/tnmc>) na *National e-learning platform* - ya Wizara ya Afya

Jedwali Na. 1: Mgawanyo wa alama za mafunzo (CPD awarding points) kwa mwaka

SN	AINA YA CPD	MGAWANYO WA ALAMA %	ALAMA KWA MWAKA		
			2023	2024	2025
1.	Mafunzo yanayotolewa maeneo ya huduma	50%	10	10	10
2.	Accredited Modules	30%	6	6	6
3.	Online CPD	20%	4	4	4
JUMLA		100%	20	20	20

Maeneo ya vipaumbele (CPD Priority Areas)

1. Maadili ya taaluma (Professional Ethics and professionalism)
2. Mawasiliano na huduma bora kwa wateja (Communication and customer care)
3. Uzuiaji na udhibiti wa maambukizi (Infection Prevention and Control)
4. Huduma za dharura na Wagonjwa mahututi (Emergency and Critical care)
5. Huduma za mama na mtoto mchanga (Maternal and Neonatal care)
6. Huduma za magonjwa ya kuambukiza na milipuko (Care and management of Infectious disease including HIV/TB and AIDS C o v i d - 1 9)
7. Huduma za magonjwa yasiyoambukiza (Care and Management of non-communicable diseases)
8. Uongozi na Usimamizi (Leadership and governance)

9. Utafihi katika fani za Uuguzi na Ukunga na matumizi yake (Research in nursing and midwifery and its application)

10. Maeneo mtambuka (cross-cutting issues and trends in Nursing and Midwifery)

Jedwali Na 2: Moduli za Mafunzo ya Kujiendeleza zilizopata ithibati na Baraza kufikia Disemba, 2024

Na.	Aina ya Mafunzo	Muandaaji	Mdau/mtekelezaji	Alama
1.	Neural Surgery, Neural Trauma and Neural Critical Care	MOI	MOI	9
2.	ADDECA	Muhimbili	MNH	15
3.	Diabetes Mellitus	Tanzania Diabetes Association	TDA	8.2
4.	Basic Palliative care	KCMC	KCMC	5
5.	Safe Delivery App	Ifakara Branch of Malabani Passage	IFAKARA	9.1
6.	The Development PMTCT Focused Care	Catholic Relief Services (CRS)	CRS	6.5
7.	Teaching Methodology	DIHAS	DIHAS	8
8.	Non-Communicable Diseases (NCDs)	Tanzania Diabetes Association	TDA	41.5
9.	HIV Clinics Short Courses	CDE	CDE	55.3
10.	Safe Delivery App	Ifakara Health Institute	Ifakara	25

Na.	Aina ya Mafunzo	Muandaaji	Mdau/mtekelezaji	Alama
11.	Teaching Methodology	Mwanza COHAS	MWACHAS	15
12.	Neuro-Oncology	MOI	MOI	17.5
13.	Nutrition Assessment, Counselling and Support (NACS)	Tanzania Food and Nutrition Centre	TFNC	14.7
14.	11 Modules on HIV Adults	CDE-Morogoro	CDE	83.8
15.	HIV in Paediatrics	CDE-Morogoro	CDE	55.3
16.	9 Modules on MDR-TB	CDE-Morogoro	CDE	90.5
17.	Simulation Based Education	KCMUCo	KCMUCo	9.7
18.	Infection Prevention and Control	CCBRT	CCBRT	14.5
19.	Advanced Neonatal Nursing Education	Muhimbili	MNH	10.7
20.	Safe Anaesthesia and Proper Documentation	CDE-Morogoro	CDE-Morogoro	10
21.	Post Operative Complications and Critical Neonatal Conditions	CDE-Morogoro	CDE-Morogoro	8
22.	Wound Management	Bugando Medical Centre	BMC	9
23.	1. Health literacy, 2. Customer care in health care 3. Respectful and Compassionate care (HRCC)	MoH-DNMS	MoH-DNMS	5.7
24.	Virtual/Online MPDSR and	MoH-RCHS	MoH-RCHS	3

Na.	Aina ya Mafunzo	Muandaaji	Mdau/mtekelezaji	Alama
	CME Sessions			
25.	1. Public Health Surveillance & Outbreak Investigation, 2. Epidemiologic Methods and Public Health Communication	CDE-Morogoro	CDE-Morogoro	SHORT COURSE
26.	1. Biosafety at HIV Rapid Testing Site, 2. Performing HIV Rapid Test 3. Ensuring Quality of Examination Results	CDE-Morogoro	CDE-Morogoro	3.8
27.	Prevention of Surgical Site Infection (Operating Theatre Techniques)	TNMC	TNMC	11.4
28.	Fundamental of Critical Care Nursing Practices (FCCNP)	Tanzania Critical Care Nurses Association (TCCNA)	TCCNA	10.6
29.	Nursing and Midwifery professional Ethics	TNMC	TNMC	8.6
30.	Pre-hospital and Trauma Care.	Chuo Kikuu cha Kairuki	HKMU	10.4
31.	Nursing Documentation	Chuo Kikuu cha Kairuki & Mloganzila	HKMU	5.4
32.	Critical Care	Chuo Kikuu cha Kairuki	HKMU	10.6
33.	11 modules on HIV patient Monitoring	CDE	CDE	16.5

Na.	Aina ya Mafunzo	Muandaaji	Mdau/mtekelezaji	Alama
34.	4 modules on Cancer Management	CDE	CDE	17.7
35.	Prevention, Screening & Diagnosis of Diabetes Mellitus	Moro. COHAS	CDE Morogoro	0.9
36.	Public Health Surveillance & Outbreak Investigations face-to-face sessions	FETP	CDE - Morogoro	10.6
37.	5 module on Integrated Management of TB and HIV	NTLP	CDE - Morogoro	4.3
38.	Infection Prevention and Control	Aenon Health Care	Aenon Health Care	3.6
39.	2 modules on Mental Health Disorders	Mirembe	CDE - Morogoro	8.7
40.	Nursing Research and its Role in Evidence-Based Practice	MOFATE	MOFATE	5.4
41.	6 Modules on Midwifery Emergency Skills Training (MEST)	TAMA	TAMA	43.4
42.	Birth Companionship during child birth	MoH & Thamini uhai	MoH & Thamini uhai	3.2

NB: Module zote zinazotolewa na CDE -Wizara ya Afya zinapatikana kupitia tovuti ya Baraza e-learning platform zinatolewa kwa njia ya mtandao