

A Formative Assessment of Nurses' Leadership Role in Zambia's Community Health System

Allison Annette Foster, Fastone M. Goma, Judith Shamian, Carolyn Moore, Marjorie Kabinga-Makukula, Nellisiwe Luyando Chizuni, Charity Kapenda, Stembile Mugore, Claire Viadro, Laura Hollod, Gail Tomblin Murphy

Appendix 1. Overview of Zambian front-line team community providers: The various cadres and groups that may participate in Zambia's rural front-line teams (May 2017)

Cadres/groups	Full title	Level of training/selection	Regulatory body
NHC	Neighborhood Health Committee Neighborhood Health Committee	Members of the community – both men and women – who are selected by their village households to represent them in conversations with the health facility staff. Their role is meant to oversee the volunteers from their community, collect and exchange information with their volunteers and cooperate with the health facility team to promote healthy behaviours in their villages, to collect and monitor village household data and to report to the rural health facility team	N/A
HCC	Health Center Committee	The HCC is a sub-set of the NHC, who meet more often with the health facility and join the health facility in meetings with the district health management team members	N/A
CBV	Community-Based Volunteer	Volunteers come from the community and have various levels of training in different health areas. They are trained and supported by different global and local organizations and agencies who train them to take promotion and prevention, and some minor treatment services directly to households so that community members have better access to primary healthcare. These CBVs may be SMAGS (members of the Safe Motherhood Action Group, trained by World Vision to promote healthy behaviours of pregnant women and mothers); TTBAAs (Trained Traditional Birth Attendants, who are assigned to accompany women to the health facility for antenatal appointments and deliveries; Peer Educators (trained to educate and support adolescents in healthy sexual and reproductive health practices and to educate and support people living with HIV)	N/A
CHA	Community Health Assistant	Community providers who are selected by the community (1 female and 1 male are selected by each village), trained with one year of formal MoH training in primary healthcare services and then hired by the MoH to work 80% in the community and 20% in the rural health post	Health Professional Council of Zambia (HPCZ)
EHT	Environmental Health Assistant	3-year diploma in Environmental Health	HPCZ
Enrolled Nurse (ZEN)	Zambian Enrolled Nurse	2-year certificate in general nursing	General Council of Nurses (GNC), which regulates both nurses and midwives
Registered Nurse (RN)	Registered Nurse	3-year diploma in general nursing	GNC
Enrolled Nurse Midwife	Enrolled Nurse Midwife	1-year certificate in registered midwifery	GNC
Registered Nurse Midwife	Registered Nurse Midwife	1 year 6 months certification in registered midwifery	GNC
Clinical Officer	Clinical Officer	3-year diploma in general medicine	HPCZ