

# ZimPAAC Staff Support During COVID-19

27 JULY 2020



## ZimPAAC Consortium Partners



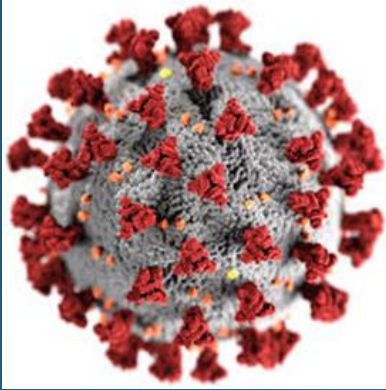
# Zim-TTECH Staff complement

Workstation	Number of cadres
National	57
Provincial	6
District	27
Facility	615
Community	370
Total	1075

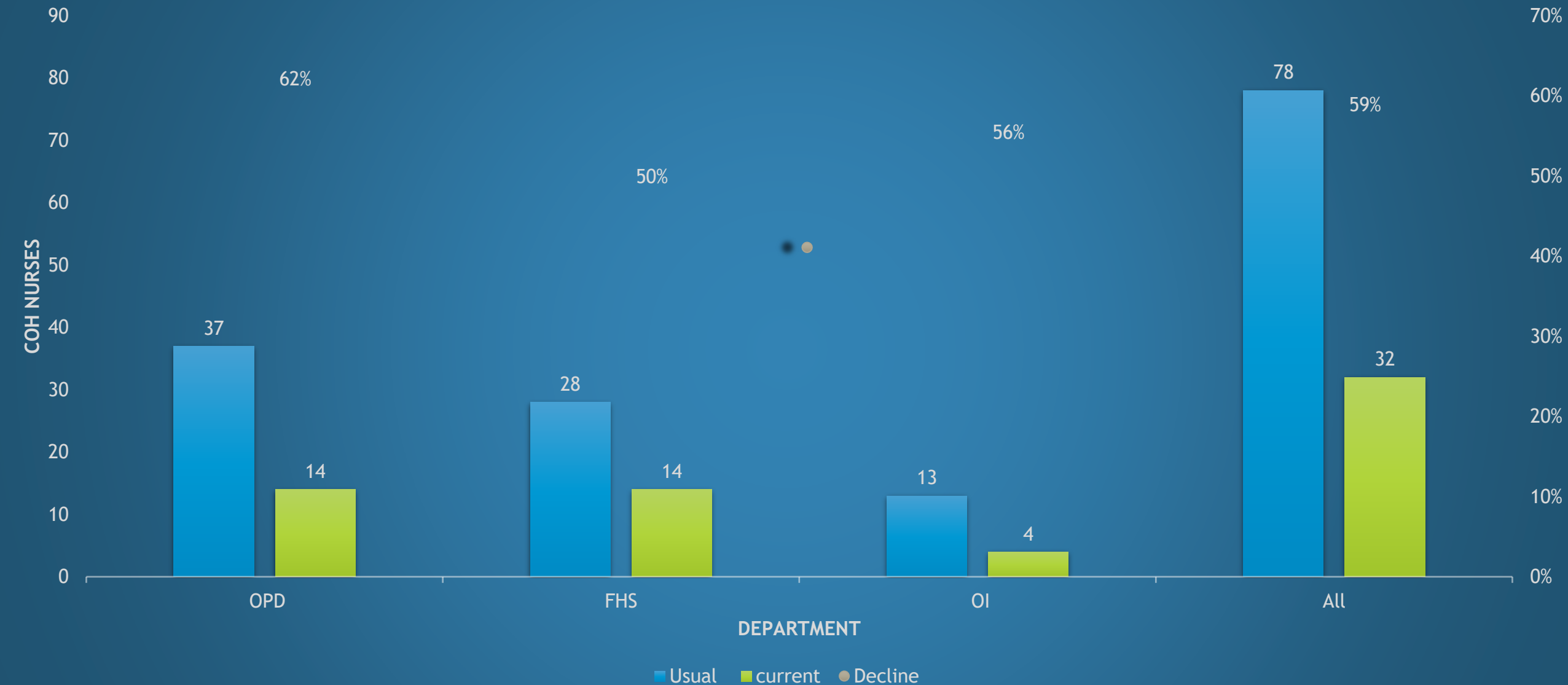
# COVID-19 Burden in Supported Provinces (as of 26/07/2020)

Province	Number of Confirmed Cases	Total Deaths
Harare	771	10
Mash West	82	1
Mash Central	27	1
Mash East	108	0
Mat North	41	2
Total	1029	14

# COVID 19 Cases in Zimbabwe: 120% Surge in new cases in two weeks



# Decline (>50%) in City Of Harare nurses manning depts due to strike-work shifts to DSD cadres



# Zim-TTECH COVID-19 related support to Staff

- Establishment of COVID-19 Focal Persons (SPM and Program Coordinator)
- Setting up an internal COVID Support team
  - strengthen our infection prevention and control procedures
  - To identify, support, guide and track all possible cases of exposure
- Sensitisation done to all staff at all levels and
  - Accurate information updates to all staff through various platforms (phone calls, WhatsApp and Physical visits)
- Setting up a COVID Support hotline email for any staff to report possible exposure or symptoms, and to seek support.( [info@zimttech.org](mailto:info@zimttech.org))
- Efforts to protect all employees-over 40k masks procured to fill gaps in PPE
  - Handwashing stations, gloves, detergents procured and distributed
  - Working closely with MoHCC IPC and Case Management Pillars to identify gaps and support, as necessary
- Triaging SOP developed and disseminated to all facilities
- Transport allowance to all staff to cushion against increased transport costs.

# Zim-TTECH COVID-19 Support to Staff

- Daily checks-in by immediate supervisor to all affected staff members
- Encourage people to work from home
- Increasing access for staff to testing through MoHCC structures
- Supporting any staff contacts who may have been exposed to self isolate and to pursue testing
- Ensuring that staff are aware of where and how they can access mental health and psychosocial support services and facilitating access to such service
- Staff given option to be on unpaid leave- no one is being forced to work in this pandemic
- Supporting any of our team members who are self isolating to access salaries through a third-party arrangement with the bank

# Proposed Zim-TTECH COVID-19 Staff Policy

1. Staff on regular contracts who come into contact with **suspect or probable cases** as per W.H.O definition may utilise their 12 special leave days or in the absence of special days (as defined by GoZ), apply for an advance of vacation leave days which will be offset against future accruals ***if they are not able to work from home.***
2. Staff with a **confirmed case** may use Sick Leave days enunciated in Section 14 of the Labour Act 28:01 and Leave policy of the organisation if they are not to work from home
3. Days of absence by Consultants with **suspect ,probable cases and Confirmed case** will be considered as **paid off days** up to a maximum of a once-off average of 22 working days within a financial year provided that the disease has been contracted while rendering service to Zim-TTECH.



# Proposed Zim-TTECH COVID-19 Staff Policy

5. In the event that Consultants are requested not to report for duty by local MoHCC leadership while waiting for COVID-19 results, days which they don't report for duty will be deducted from the allocated 22 days.
6. No payments will be made to Staff and Consultants who would have contracted the disease from an unapproved field trip, personal travel or as a result of any contravention of national lockdown restrictions.
7. In the event that a consultant has underlying medical conditions which put him/her at increased risk of COVID-19, the consultant shall inform immediate supervisor, providing proof by way of medical certificate from a registered medical practitioner. The consultant shall be granted unpaid leave up to a maximum of 22 working days. Should they require extended time on leave, the contract will be terminated, and the consultant shall be given priority in future recruitments



**Zim-TTECH**

Zimbabwe Technical Assistance,  
Training & Education Center for Health