

# Disability and inclusion training for health care workers in Tanzania

<b>Geography and scale:</b>	Dar es Salaam, Tanzania
<b>Type of disability:</b>	All types

<b>Involved actors</b>
<ul style="list-style-type: none"> <li>• Comprehensive Community Based Rehabilitation in Tanzania (CCBRT)</li> <li>• Ministry of Health, Community development, Gender, Elderly and Children, Tanzania</li> <li>• Tanzanian Nursing and Midwifery Council</li> <li>• Kupona Foundation</li> </ul>



**Best practice description**

CCBRT is the largest provider of disability and rehabilitation services in Tanzania. Through its academy, it offers specialist training for health care professionals on disability inclusion in health care services. A two-day training course aims to provide trainees with an understanding of the concept of disability-inclusive health services and the barriers and benefits of such services for people with disabilities. It is directed at CCBRT staff and representatives of development organizations. The course is based on a human-rights framework and it is delivered through lessons and workshops. After completion, participants receive certificates of attendance and six CCBRT credits.

**Origin / impetus for best practice**

- The CCBRT Academy started offering external trainings in 2018 in a response to the shortages in human resources for health and limited access to continuing professional training, as well as a sustainability strategy for the organisation.
- The disability inclusion in health care services training is part of a disability and inclusion program that offers courses on the general concept of disability, advocacy, Kiswahili sign language, accessibility, and disability inclusion in the workplace and schools.

**Impact / results of implementing best practice**

- In 2019, 1,044 people were trained through the academy.
- Increasing number of persons with disabilities who are coming to health facilities to access health care services.
- Improved access of physical infrastructure of the newly constructed health facilities (ramps, toilets, elevators, etc.).
- There has been some initiatives by the Ministry of Health and some partners to produce information on health in accessible formats (Braille and sign language).

**Critical success factors for best practice**

- Long-standing experience in capacity building and education.
- Sustainable approach.
- Strategic partnerships with academic institutions, philanthropists, sponsors and health care providers.

**Impact statement**

**Lessons learned**

- Continuous learning of healthcare providers on disability inclusive approaches is crucial to ensure sustainability.
- Capacity building to health care providers has to go hand in hand with development and dissemination of National Guidelines on Disability Inclusive Health Care Services.
- People with disabilities need to be empowered on their rights to healthcare services and be informed on availability of those services in their localities.

<b>Sources</b>	<ul style="list-style-type: none"> <li>• <a href="#">CCBRT official webpage</a></li> <li>• <a href="#">CCBRT Academy</a></li> </ul>
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<b>Further links &amp; information</b>	<ul style="list-style-type: none"> <li>• <a href="#">CCBRT Academy Training Catalog 2019-2020</a></li> </ul>
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