

HPCZ 2021 ANNUAL REPORT



Newly built-fit-for-purpose HPCZ Head Office situated at Plot 6640 Mberere Road, Olympia Extension, Lusaka.

“Promoting Compliance in healthcare and Training Standards.”

HPCZ

ANNUAL REPORT

2021

“Promoting Compliance in healthcare and Training Standards.”

All Rights Reserved; any unauthorised copying, duplication or any form of scanning, physical, or electronic reproduction is prohibited by the copyright laws of Zambia.

Table of Contents

Table of Contents.....	3
Acronyms and Abbreviations	5
Glossary	6
Corporate Profile	7
Acknowledgement.....	9
Registrar & Chief Executive Officer's Statement	10
Senior Management Team.....	11
1 INTRODUCTION	12
1.1 Focus Areas for 2021.....	12
1.1 Highlights for Achievements	12
2 REGISTRATION DEPARTMENT	13
2.1 Highlights of Achievements	13
2.2 Registration of Health Practitioners.....	13
2.2.1 Registration Types	13
2.2.2 Distribution of health practitioners.....	15
2.2.3 Trends In the Registration of Health Practitioners.....	15
2.3 Compliance of Health Practitioners.....	15
3 INSPECTORATE DEPARTMENT	17
3.2 Licensing And Accreditation Unit.....	17
3.1.1 Licencing of Private Health Facilities	17
3.1.2 Licencing of Public Health Facilities.....	19
3.1.3 Accreditation of Healthcare Services	21
3.2 Training And Education Unit	23
3.2.1 Training Programmes	23
3.2.2 Internship Sites	23
3.2.3 Continuing Professional Development (CPD) Programmes	24
4 A DECENTRALISATION EXECUTION MODEL.	25
5 DEPARTMENT OF CORPORATE SERVICES.....	26
5.2 Human Resources & Administration Unit.....	26
5.1.1 Improve Recruitment and Retention.....	26
5.1.2 Improve Staff productivity	26
5.1.3 Strengthen a Learning Organization Culture.....	26
5.1.4 Development of a fit-for-purpose HPCZ Office.....	27
5.1.4 Roll-out Decentralization.....	27
5.2 Procurement And Supplies Unit	27
5.3 Information And Technology Unit	27
5.4 The Public Relations Unit.....	28
5.4.1 Press Statements/Interviews/News Stories Quarterly Media Briefings and Orientation.....	28
5.4.2 Stakeholder Engagements.....	28
5.4.3 Radio Placement/Programmes.....	29
5.4.4 Social Media Monitoring- Facebook	29
5.4.5 Participation in National and International Events	29
5.4.6 Production of the 2020 Annual Report.....	29
6 THE INTERNAL AUDIT UNIT	30
7 THE LEGAL UNIT	31
7.1 Disciplinary Matters	31
7.2 Prosecution of Offences under the Health Professions Act	31
7.3 Review Of The Health Professions Act No. 24 Of 2009.....	31

7.4	Statutory Instruments.....	31
8	THE FINANCE AND PLANNING DEPARTMENT.....	32
8.1	HPCZ Financial Highlights	32
8.2	Departmental Highlights-Finance.....	32
8.3	Departmental Highlights - Monitoring And Evaluation.....	33
8.4	Statutory Financial Auditing.....	33
9	2022 REGULATORY OUTLOOK	34
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31ST 2021		
10	APPENDICES.....	i
10.1	List of Private health facilities operating in 2021	i-viii
10.2	List of Training Programmes Handed Over to the Higher Education Authority.....	ix-xii

Acronyms and Abbreviations

7NDP	Seventh National Development Plan
ART	Anti-Retroviral Therapy
CPD	Continuing Professional Development
CIDRZ	Centre for Infectious Diseases Research in Zambia
CHAZ	Churches Association of Zambia
GRZ	Government of the Republic of Zambia
HPCZ	Health Professions Council of Zambia
HW21	Health Workforce for 21 st Century
ICT	Information Communication Technology
IT	Information Technology
Jhpiego	Johns Hopkins Program for International Education in Gynecology and Obstetrics
MC	Male Circumcision
MoH	Ministry of Health
MoU	Memorandum of Understanding
MTEF	Medium Term Expenditure Framework
rHRIS	regulatory Human Resource Information System/
UTH	University Teaching Hospital
UNZA	University of Zambia
VMMC	Voluntary Medical Male Circumcision

Glossary

Accreditation	The approval granted by the Council to a licensed health facility to provide one or more medical services relating to the preventive, diagnostic or treatment techniques of a particular disease or organ class.
Code of Ethics	Means the Code of Profession Conduct adopted and published by the Council
Council	Means the Health Professions Council of Zambia
Health Care Service	Means a service provided by a health practitioner or health facility for the [prevention, treatment and management of illness and the preservation of mental and physical wellbeing
Health Facility	Any site, fixed or mobile, providing services for the prevention, diagnosis and treatment of disease or illness and includes a diagnostic centre, hospice and a hospital
Health Profession	Means professions registrable under the Health Professions Act
Health Practitioner	A person registered under the Health Professions Act in order to practice
Practising Certificate	Means a certificate issued to a health practitioner to practice
Scope of Practice	Means the range of knowledge expected of a particular health profession for the preventive, diagnostic and treatment techniques which a health practitioner is allowed to perform and the conditions under which the health practitioners may engage in those techniques
Speciality	Means a special field of work or study that a health practitioner specialises in or intends to specialise
Specialists	A person registered as a specialist under section twelve (12) of the Health Professions Act
Quality Assurance Information	Means data from a medical record showing the nature of diagnosis and treatment given to a patient without identifying the patient

Corporate Profile

The Health Professions Council of Zambia's operations are anchored on its legal mandate and guiding principles, namely: the shared Vision, Mission, cores Values and Goal Statement as outlined below:

Legal Mandate

The Health Professions Council of Zambia is a Statutory Regulatory Body established under an Act of Parliament, specifically: the Health Professions Act No. 24 of 2009 of the Laws of the Republic of Zambia.

Principal Functions in Regulating the Health Sector

The Health Professions Council of Zambia's principal functions are as follows:

- i. Register health practitioners and regulate their professional conduct;
- ii. License and regulate all health facilities, both public and private;
- iii. Accredite healthcare services that health facilities provide.

In line with the 2018-2021 HPCZ Strategic Plan, the HPCZ legal mandate, guiding principles, and core functions played a major role in the institution's operations and the performance and conduct of management and staff. Not only was the legal mandate and guiding principles form the basis for performance measurement, but they also communicated a sense of institutional purpose, belonging and focus, which were fundamental to the regulatory success of the HPCZ.

Our shared Goal	“Promoting Compliance in Healthcare and Training Standards.”	
Our shared Vision	To be a leading regulator of health care and training services for public protection	
Our shared Mission	To safeguard the quality of health care services by regulating and monitoring the professional conduct of health practitioners, health facilities and training institutions	
Our shared Goal	“Promoting Compliance in Healthcare and Training Standards.”	
Our Shared Core Values	Integrity	Innovation
	We will do what we say we will do. We will uphold professional and ethical business practices. Our interactions with stakeholders will be done transparently for mutual benefit. We will ensure honesty and respect for all.	We are creative, bold and believe in continuous learning. We believe these will sustain total quality consciousness in the organisation.
	Service	Accountability
	We believe in delivering excellent services and value to our stakeholders. We take time to understand stakeholders' needs and always strive to surpass their expectations.	We shall take responsibility for all our actions and ensure transparency in our engagements with all stakeholders.
	Excellence	Fairness
	As we execute our mandate, we strive to deliver the highest quality and value possible through reasonable, easy, and relevant approaches.	We ensure that our decision-making process is not perceived as discriminatory by creating an environment of honest, open dialogue; and with an intentional effort to remove any biases.

The Health Professions Council of Zambia (HPCZ) is governed by the Council (herein as the Board of Directors). The Council is the supreme authority of HPCZ and ensures that corporate governance, principles and policy direction are upheld.

The First Schedule, Section 4 (3) Part I of the Health Professions Act No. 24 of 2009 of the Laws of Zambia, provides for the administration and composition of the Council as follows: “The Council shall consist of the following part-time members appointed by the Minister; the President of the General Nursing Council of Zambia; the Permanent Secretary of the Ministry responsible for health; the Dean of the School of Medicine; the Director of the University Teaching Hospital and representatives from Defense Forces Medical Hospital; the Ministry responsible for Science and technology; two distinguished members of the public; Pharmaceutical Regulatory Authority, Attorney General; Zambia Medical Association; Faculty of General Practitioners; Churches Health Association of Zambia; a Dental Surgeon from the Dental Association of Zambia; Pharmaceutical Society of Zambia and four health professions nominated by the chairperson of the health professional body of the health profession.

However, during the period under review, HPCZ did not have the Board of Directors in place.

Acknowledgement



This Health Professions Council of Zambia (HPCZ) 2021 Annual Report represents a joint effort and, in particular, a collective input from various staff, all the departments, Units and hubs. In the first instance, I am deeply grateful to all Management and Members of Staff of HPCZ for their diligence in drafting and compiling the first, second, third and fourth quarterly reports in their respective areas of operation. Secondly, I express sincere appreciation to the Corporate Services Department, particularly the Public Relations Unit, for spearheading this activity's coordination, consolidating all submissions, and ultimately producing this 2021 Annual Report.

As always, I must acknowledge and express gratitude to HPCZ management and senior staff members for their thorough and insightful analysis and positive criticism during the presentation stage.

I would also like to thank the team (The Manager Inspections, Senior Registration Officer, Senior Public Relations Officer and the Monitoring and Evaluations Officer) who served as the Secretariat for their innovation and active work to ensure this final copy's smooth and efficient.

Finally, it is not my intention to ignore other individual HPCZ staff who indirectly contributed to the development and production of this 2021 Annual Report. However, it would be almost impossible to list them all. I, however, sincerely value their contribution, unwavering support, cooperation and commitment throughout the production process.

Please stay safe, and stay healthy during this COVID-19 pandemic period!

Mr Bwembya B Bwalya
REGISTRAR & CHIEF EXECUTIVE OFFICER
HEALTH PROFESSIONS COUNCIL OF ZAMBIA

Registrar & Chief Executive Officer's Statement

It is a privilege for me to present the Health Professions Council of Zambia (HPCZ) 2021 Annual Report and audited financial statements for the year ended December 31st 2021. This is a statutory requirement enshrined in the Health Professions Council of Zambia Act No. 24 of 2009 of the Laws of Zambia. Coincidentally, 2021 marked the expiry of the 2018-2021 HPCZ Strategic Plan, which was anchored on the 'Transformative Agenda in Regulating the Health Sector.'

Reflectively, 2021 recorded some milestones against the set targets and challenges during implementation. HPCZ experienced some spillage effects of the Coronavirus Disease in regulating the health space during the same period.

For the successes attained, HPCZ is indebted to the distinct roles of various players in the assurance of quality health care and training standards. Particularly our parent Ministry of Health for its policy guidance and direction in the absence of the HPCZ Board of Directors, then. For example, completing the Head Office in Lusaka was a great millstone for HPCZ.

However, HPCZ continued to work towards promoting *Compliance with healthcare and training Standards through* regulating health facilities, health practitioners and health-related training programmes.

Allow me to extend my appreciation to the Government of the Republic of Zambia, through the Ministry of Health, for the oversight and guidance to HPCZ during the absence of the Board of Directors. Special tribute is extended to the HPCZ staff who played an integral role in attaining the milestones. The unwavering support from all stakeholders and the general public would not be taken for granted in achieving our vision of being a leading healthcare regulator *and training services for public protection*. I request your attention to internalise the 2021 Health Professions Council of Zambia Annual Report.

Mr Bwembya B Bwalya.

REGISTRAR & CHIEF EXECUTIVE OFFICER

Senior Management Team

The Registrar and other senior staff make up the Senior Management Team. The Registrar, the Chief Executive Officer, oversees and manages the daily operations of the Health Professions Council of Zambia.



Mr Bwembya B Bwalya
**REGISTRAR/
CHIEF EXECUTIVE OFFICER**



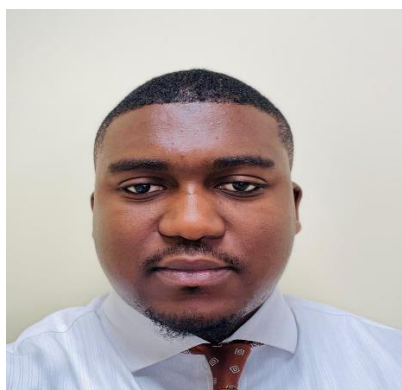
Dr Kawa Mmembe
**DIRECTOR
REGISTRATION**



Mr Innocent M Kolala
**DIRECTOR
INSPECTORATE**



Dr Muchenelah Chibasa
**DIRECTOR
INSPECTORATE**



Mr Llyod K Bwalya
**MANAGER LEGAL
SERVICES**



Ms Mulemwa Muwanei
**MANAGER INTERNAL
AUDIT**



Mr Charles Mafumo
**DIRECTOR FINANCE
AND PLANNING**

1 INTRODUCTION

The Health Professions Council of Zambia (HPCZ) 2021 Annual Report spells out the Council's Performance based on the objectives indicated in the 2018-2021 Strategic Plan and Action Plan 2021-2023.

The Health Professions Council of Zambia attained achievements and faced and overcame challenges, as reflected in this report through its four departments, four hubs and two stand-alone Units under the oversight of the Office of the Registrar. Outlined below are departments, hubs and Units, respectively:

- a. Departments
 - i. Registration
 - ii. Inspectorate
 - iii. Corporate Services
 - iv. Finance and Planning
- b. Units
 - i. Internal Audit
 - ii. Legal Services
 - iii. Public Relations
 - iv. Procurement and Supplies
 - v. Human Resources & Administration
 - vi. Information Communication Technology (ICT)
 - vii. Finance
 - viii. Monitoring & Evaluation
 - ix. Licencing and Accreditation
 - x. Training and Education
- c. Regional Offices
 - i. Lusaka Office
 - ii. Livingstone Office
 - iii. Ndola Office
 - iv. Kasama Office

1.1 Focus Areas for 2021

HPCZ focus areas for the year 2021 were as follows:

1. Complete construction of the HPCZ Head Office
2. Strengthen data quality for regulatory Human Resource Information Systems

3. Strengthen enforcement mechanisms to ensure compliance with regulations by health practitioners, health facilities, training programmes and health service providers
4. Continued Implementation of the decentralisation of the HPCZ functions
5. Rolling out of online services
6. Engage stakeholders in the review of the Health Professions Act
7. Recruit more staff and improve their welfare
8. Strengthen management and logistical support services to ensure efficiency implementation of Council objectives

1.1 Highlights for Achievements

During the year under review, HPCZ attained the following summary achievements:

1. The construction of the state-of-the-art HPCZ Head Office situated at Plot 6640, Mberere Road, Olympia Extension, in Lusaka, was completed and occupied
2. Developed the Data Protection Policy for the Council and e-filing of all health practitioners' records
3. Registered **6,612** health practitioners on
4. Conducted 100% and 94% quality assurance inspection of all targeted public and Private health facilities, respectively
5. Conducted 82% quality assurance inspection of all training programmes
6. Conducted compliance monitoring of Health Practitioners in 7 provinces
7. Fully operationalised the Lusaka hub
8. Rolled out the online student indexing business process.
9. In consultation with various stakeholders, HPCZ continued to review and amend the HPCZ Act.
10. Recruited one additional member of staff, bringing the total establishment to 87.5% of the approved structure
11. Conducted sensitisation on professional and ethical conduct to students at four training institutions
12. Participated and exhibited at five health professional associations' scientific symposia and annual conferences

2 REGISTRATION DEPARTMENT

The Registration Department is responsible for coordinating and conducting activities for the registration and regulation of health practitioners under the Health Professions Act No. 24 of 2009. The department is anchored on Strategic Pillar six (6): Excellent and effective execution across the core functions of the HPCZ 2018-2021 Strategic Plan.

2.1 Highlights of Achievements

During the year under consideration, the following milestones were achieved:

- a. Registered a total of **8,590** health practitioners on the various registers;
- b. Conducted Compliance Monitoring of health practitioners in seven (7) provinces;
- c. received capacity-building training from selected staff to undertake online verification of secondary school results; and
- d. reviewed the Scope of Practice for health practitioners.

2.2 Registration of Health Practitioners

Section 6 (1) of the Health Professions Act provides that health practitioners shall not practice unless registered under the Act. Registration of health practitioners with HPCZ ensures that only duly qualified persons are permitted to practice in Zambia. The following are the registration types that HPCZ undertakes:

- a. Provisional
- b. Temporary
- c. Full
- d. Limited
- e. Specialist

2.2.1 Registration Types

a. Provisional Registration

Registration is provided for under **Section 9** of The Health Professions Act. It is a type of registration maintained for health practitioners with recognised primary qualifications in approved training programmes in Zambia. Provisional Registration is valid for one year and six months for diploma and certificate holders and two years for degree holders. Practitioners on this register work under the supervision of an approved Supervisor and the Head of the Institution.

During the year under review, **6,181** health

practitioners were admitted to the provisional register against an annual target of **6,816**. This represented an increase of **11%** from the previous year when **5,565** provisional registrants were recorded.

b. Temporary Registration

This type of registration is provided for health practitioners who trained outside Zambia and is valid for two years for a diploma, certificates, and degree holders. Temporary registration is provided for under **section 10** of the Health Professions Act. Foreign-trained health practitioners must undergo a theoretical and practical assessment of knowledge, skills and competencies before Temporary Registration—health practitioners on the Temporary Register work under the supervision of an approved Supervisor and the Head of the Institution.

As at December 31st 2021, **328** health practitioners were admitted to the temporary register against an annual target of **301**. This represented an increase of **6%** from the previous year, when **309** temporary registrants were recorded.

c. Full Registration

The Council issues full registration certificates to:

- i. Holders of provisional certificates who have practised in an approved health facility for not less than 12 months and are of good character and professional standing.
- ii. Holders of a temporary certificate who have completed at least 12 months of continuous employment in a Class ‘A’ or ‘B’ health facility and have submitted a letter from the person supervisor at the health facility indicating that the person has performed satisfactorily underplayed skills and knowledge equivalent to those of health practitioners trained in Zambia.

This is in accordance with **Section 8 (6) (a)** of the Health Professions Act.

A total of **1,909** health practitioners were admitted on the full register in 2021 against an annual target of **4038**. This represented a decrease of **28%** from the previous year, where **2,635** full registrants were recorded. The decrease could have been attributed to limited employment opportunities, a prerequisite for full registration.

d. Limited Registration

HPCZ issues a Limited Registration Certificate to a health practitioner at a request of a licensed health facility to provide health care in Zambia for a period not exceeding six months. The practitioner should be a holder of an equivalent registration in their country of origin and should have been in good standing with the relevant body in the health practitioner's country of origin.

During the year under review, **103** health practitioners were admitted to the limited register against an annual target of **210**. This represented a decrease of **5%** from the previous year when **108** limited registrants were recorded.

The decrease could have been attributed to the outbreak of Corona Virus.

Table 1: Distribution of registered practitioners under provisional, temporary, full and limited registration

Profession	Provisional	Temporary	Full	Limited
Advanced Paramedical- Anaesthetist	2	1	4	-
Biomedical Scientific Officer	82	16	51	-
Chiropractor	-	-	-	1
Clinical Officer General	3	2	414	
Clinical Officer Psychiatry	50	-	36	
Clinical Technologist	-	1	-	
Clinical Psychologist	-	1	-	
Community Health Assistant	110		108	
Dental Assistant	19		3	
Dental Hygienist	-		1	
Dental Surgeon	39	17	13	5
Dental Technologist	3	-	-	
Dental Therapist	33	-	14	
Emergency Care Officer	23	-	1	1
Environmental Health Officer	142	6	61	
Environmental Health Technologist	556	-	122	
Health Promotion Officer	1	-	-	
Laboratory Scientist	102	8	33	
Medical Doctor	262	218	291	83
Medical Laboratory Technologist	462	1	142	-
Medical Licentiate	114	-	27	
Nutrition Technologist	91	-	22	
Nutritionist	8	-	1	-
Occupational Therapist	-	1		
Optometrist	33	5	11	10
Osteopathist				1
Pharmacist	175	39	116	-
Pharmacy Dispenser	-	-	1	-
Pharmacy Technologist	259	2	167	-
Physiotherapist	42	6	26	1
Physiotherapy Technologist	202	-	82	-
Public Health Scientist	84	-	30	-
Public Health Technologist	2	-	-	-
Radiographer	16	3	20	-
Radiography Technologist	243	-	61	1
Science Laboratory Technologist	154	1	42	-
Science Laboratory Technician	23		8	-
Sonography Technologist			1	
Total	6 181	328	1 909	103

e. Specialist Registration

HPCZ Issues a Specialist Certificate to a health practitioner with a degree qualification registered by HPCZ and a recognised master's degree

relevant to a health profession or its equivalent in accordance with **Section 12** of the Health Professions Act number 24 of 2009 of the Laws of the republic of Zambia.

During the year under review, Sixty-nine **69** health practitioners were registered as Specialists in various specialities against an annual target of **130**. This represented an increase of **3%** from the previous year, when **67** specialist registrants were recorded.

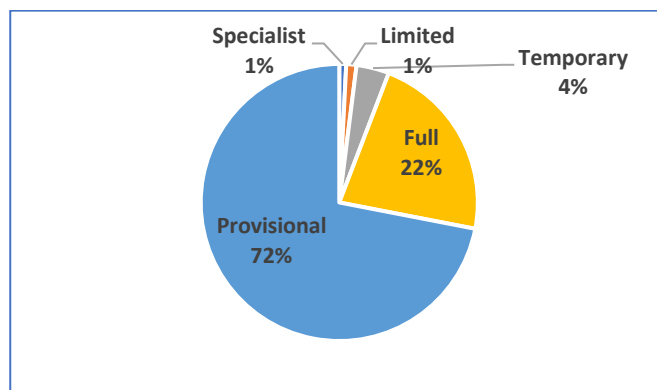
Table 2: Distribution of registered practitioners by their speciality

Speciality	Total
Obstetrics And Gynaecology	6
General Surgery	4
Pharmacology	1
Public Health	1
Parasitology	1
Epidemiology	3
Anaesthesia And Intensive Care	1
Clinical Pathology	5
Paediatrics & Child Health	6
Mental Health (Psychiatry)	1
Neurosurgery	1
Internal Medicine And Infectious Diseases	1
Internal Medicine	2
Paediatric Surgery	1
Ophthalmology	1
Dermatology	1
Radiation Oncology	1
Diagnostic Radiology	1
Physiotherapy	1
Chemical Pathology	1
Human Anatomy	1
Public Health (Global Health)	1
Neurosurgery	1
Cardiology	1
Plastic Surgery	1
Public Health	3
Emergency Medicine	2
Ophthalmology	1
Orthopaedic And Trauma Surgery	6
Cardiology	1
Ophthalmology	1
Urology	1
Psychiatry	1
Ear, Nose, Throat	1
Diagnostic Radiology	1
Epidemiology	1
Microbiology	1
Neurology	1
Biomedical Sciences	1
Psychiatry	1
Pharmaceutical Analysis	1
Total	69

2.2.2 Distribution of health practitioners

The diagram below illustrates the distribution of health practitioners by registration type.

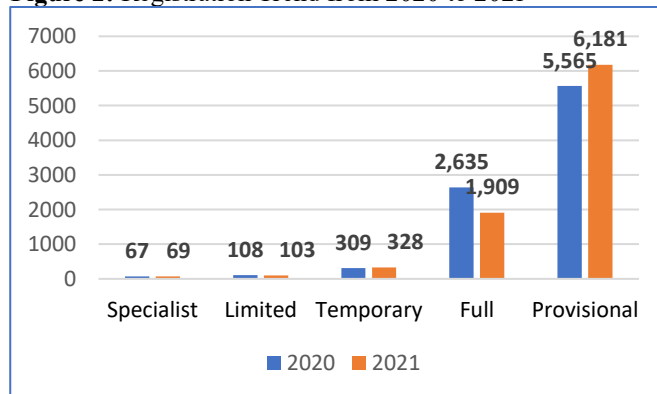
Figure 1: Summary of 2021 registrants by registration type



2.2.3 Trends In the Registration of Health Practitioners

The diagram below shows the trend of the registration of practitioners from 2020 to 2021.

Figure 2: Registration Trend from 2020 to 2021



2.3 Compliance of Health Practitioners

2.3.1 Renewal of Practicing Certificates

Section 15 of the Health Professions Act No 24 of 2009 provides that a person shall not practice as a health practitioner unless that person holds a practising certificate issued by the Council. A practising certificate must be renewed annually for health practitioners on the provisional, temporary, full and specialist registers.

37,417 were expected to renew their annual practice certificates during the year under review. By December 31st,

25,230 practitioners renewed their practising certificates. The renewed certificates represented 67 % compliance rate.

Table 3: Summary of 2021 Annual Practicing Certificate Renewals

Type	Target	Achieved	Percentage
Non-Specialists	36, 655	24,732	68%
Specialists	762	498	65%
Total	37,417	25,230	67%

Common reasons cited by practitioners for non-renewal of practising certificates were unemployment and subsequent non-practice, as well as financial difficulties.

2.3.2 Inspection of Health Practitioners

In accordance with the Health Professions Act, all health practitioners must possess valid registration and practising certificates. Compliance monitoring was conducted in 7 provinces covering 66 districts. A total of 7,593 practitioners were visited, of which 5,864 were found compliant while 1,488 were non-compliant, representing 76% compliance rate.

Common reasons for non-compliance to registration requirements cited by defaulting practitioners visited were as follows:

- a) Limited employment opportunities
- b) Inadequate knowledge about registration guidelines.
- c) Inadequate knowledge and skill on how to access online registration services.
- d) Limited payment options for registration services, especially in rural areas.

2.3.3 Issuance of Certificates of Status

According to Section 24 of the Health Professions, a health practitioner may apply for a Certificate of Status in the prescribed manner and form upon payment of the prescribed fee.

A Certificate of Status is a document confirming the registration status and professional standing of a particular health practitioner who needs registration with another regulatory authority, training institution, or employment.

As at December 31st 2021, HPCZ issued a total number of 93 Certificates of Status to applicants, of which the majority went to Botswana (20), Namibia (15), the United Kingdoms (12) and South Africa.

2.3.4 Student Indexing

Student indexing is a mandatory registration procedure for students admitted to a health sciences programme to ensure that they meet the minimum entry requirements and verify the authenticity of their grade 12 certificate or its equivalent.

During the year under review, **5,290** applications were indexed, while **62** were rejected. Applications that were rejected were either not meeting indexing criteria or had school results that were not genuine.

3 INSPECTORATE DEPARTMENT

The Inspectorate Department coordinates and conducts activities for the quality assurance of health facilities, health service providers and training programmes under the Health Professions Act No. 24 of 2009. The department is anchored on Strategic Pillar six (6): Excellent and effective execution across the core functions of the HPCZ 2018-2021 Strategic Plan. It is based on two strategic objectives:

1. Licensing and Accrediting health facilities and
2. Recognise and approve training programmes

3.2 Licensing And Accreditation Unit

3.1.1 Licencing of Private Health Facilities

a) Licensing of New Private Health Facilities:

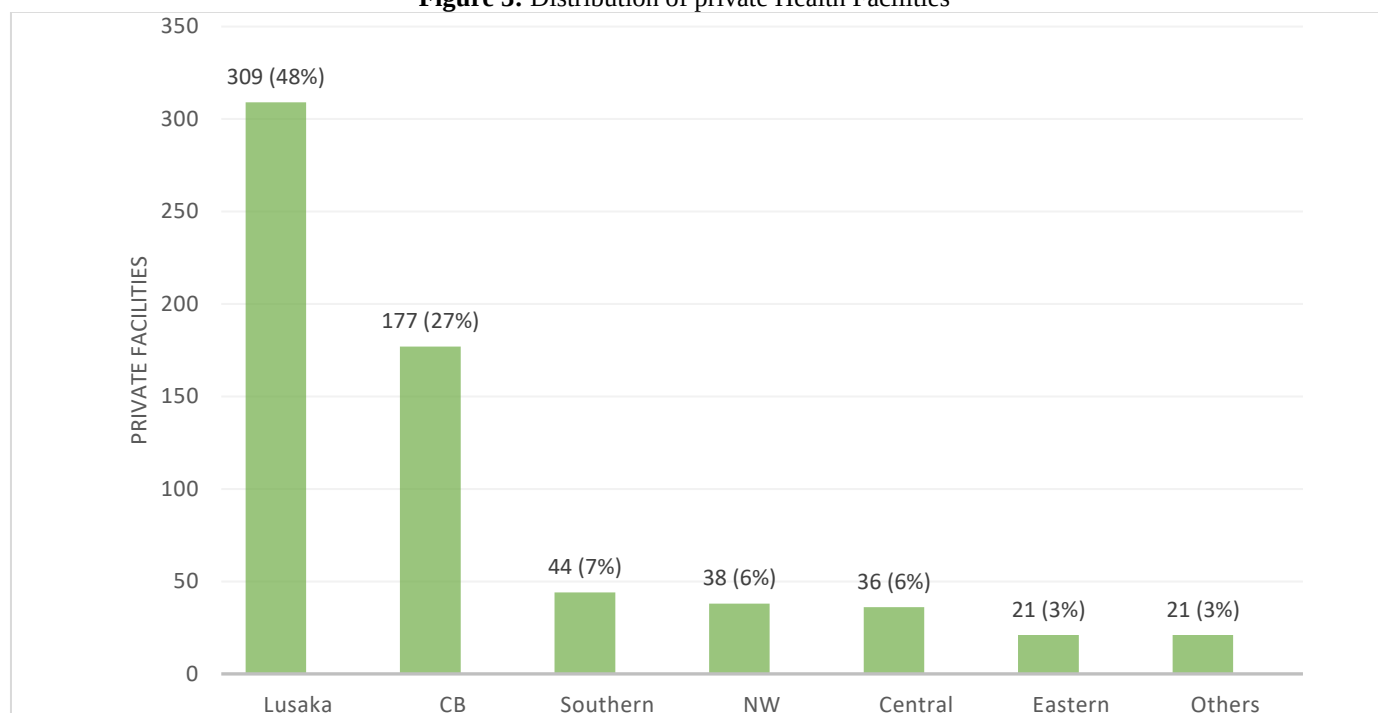
Section 36 of the Health Professions Act No. 24 of 2009 of the Laws of Zambia requires all health facilities to be licenced. At the beginning of the year under review, the Council had **590** active private health facilities on its register operating

countrywide. During the year under review, the Council licenced **ninety-seven (97)** new private health facilities compared to **fifty-two (52)** licenced in 2020, representing an annual increase of **86.5%**. The increase in new private health facilities demonstrates an increase in private investment/participation in the health sector.

During the same period, the Council had recorded **forty-one (41)** private health facilities that closed voluntarily for various reasons leaving a balance of **646** active private health facilities giving an annual net increase in active private facilities of **56 (9.5%)**. The list of private health facilities operating country wide as at December 31st 2021, is shown in the Appendix Section.

About **94%** of private health facilities are located along the line of rail from southern Lusaka, central Copperbelt and Northwestern province. In comparison, the rest of the provinces account for about **6%**, as shown in the diagram below.

Figure 3: Distribution of private Health Facilities



b) Variation of Licence Terms:

During the year under review, **twenty-three (23)** private health facilities had their licences varied for various reasons, including the addition of service,

transfer of licence and/or relocation. This was pursuant to **Section 43**, and **Section 44** of the Health Professions Act No. 24 of 2009 of the Laws of Zambia gives powers to the Council to vary the terms and conditions of the facility licences.

c) Quality Assurance performance of Private Health Facility

The Council is mandated to conduct quality assurance inspections of every health facility at least every 24 months to ensure compliance to set standards. The inspections can be routine (scheduled) or reactive in the case of a complaint against a health facility. The table below summarises the quality assurance performance of private health facilities during the year under review.

Table 4: Quality Assurance performance

S/n	Category	Target	Achieved
1	Renewed licences	590	546 (93%)
2	Inspections	332	269 (81%)

i. Renewal of Private Health Facilities

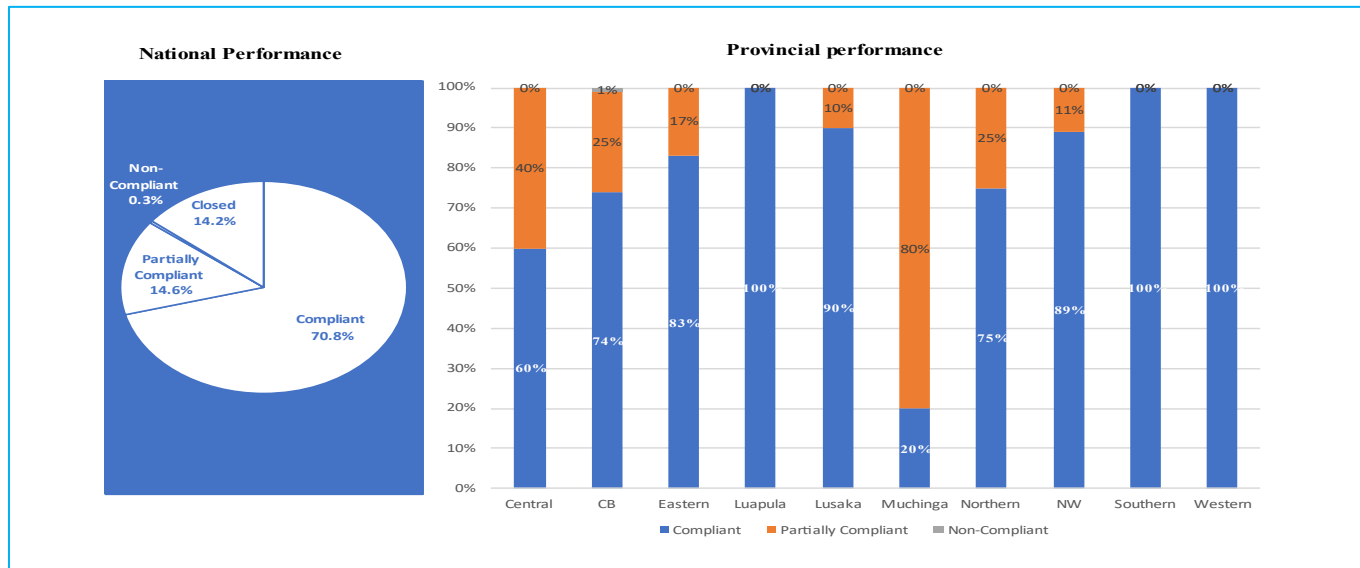
Section 36(1) and **36** of the Health Professions Act Number 24 of 2009 of the Laws of Zambia prohibit health facilities from operating without a licence and guides them to renew their licences annually. For the year 2021, **590** private health facilities were expected to renew their licences. As of **31th**

December 2021, **546** had renewed their licences representing **93%**. With **thirty-nine (39)** facilities closed (**7%**), **five (5)** private facilities did not renew their licences for 2021, representing **1%** non-compliance rate.

ii. Compliance Inspections of Private Health Facilities

During the year under review, the Council inspected **295** out of **315** targeted private health facilities, representing **94%** achievement. Of the **295** facilities, **209** were found compliant (score >75%), **forty-three (43)** were partially compliant (score 50-74%), **one (1)** private health facility was not compliant (score <50%) and **Forty-two (42)** were found closed at the time of inspection. The compliant facilities were encouraged to continue maintaining the set standards, while the partial complaint were given action points and timelines as conditions for continuing operations. The non-compliant facility was given a Notice of Violation in accordance with **Section 50** of the Health Professions Act.

Figure 4: Compliance Status of Private Health Facilities in 2021



iii. Reactive inspection:

During the year under review, the Council conducted sixteen (16) reactive inspections in private health facilities out of an annual target of seventeen (17), representing 94% achievement in

accordance with **Section 48 (1)** of the Health Professions Act. Various reasons, including suspicion of the facility activities from members of the Public, prompted these reactive inspections. Some of the cases are detailed in table 11.2 below;

Table 5: Details of the reactive inspections conducted at private health facilities in the year 2021

Prompt for Inspection	Key Finding	Recommendation	Case Outcome
Allegedly using Covid test kits that were not in-country validated	Alleged use of none in-country validated Covid test kits confirmed. Further, there were Inadequate systems for External Quality Assurance. The facility mitigated that they did not know that the said kits were not validated since a ZAMRA licenced Pharmaceutical Company supplied them.	The facility was advised to be undertaking due diligence on the laboratory supplies as part of good laboratory practices and to Enhance EQA systems	The facility took corrective measures. Issue considered resolved
Alleged illegal clinic	Allegation not confirmed on inspection	Continued surveillance	Case Pending.
Allegedly offering Medical Imaging Reporting Services without approval.	Allegation confirmed on Inspection. Notice of violation with recommendations issued.	The facility was advised to take remedial measures within 14 days of the notice issuance	The facility took corrective actions to HPCZ's satisfaction. Case closed
Complaint of suspected criminals providing un-accredited covid-19 testing to unsuspecting members of the Public in Lusaka and Chongwe districts	The Suspects were tracked, with two suspects arrested and released on bond pending a court appearance. One suspect is on the run and tracking him continues. The suspects are alleged to be nurses registered with the Nursing and Midwifery Council of Zambia (NMCZ).	The Council handed over the case to NMCZ for possible professional misconduct case.	The criminal case is still active with the police

3.1.2 Licencing of Public Health Facilities

a) Licensing of New Public Health Facilities:

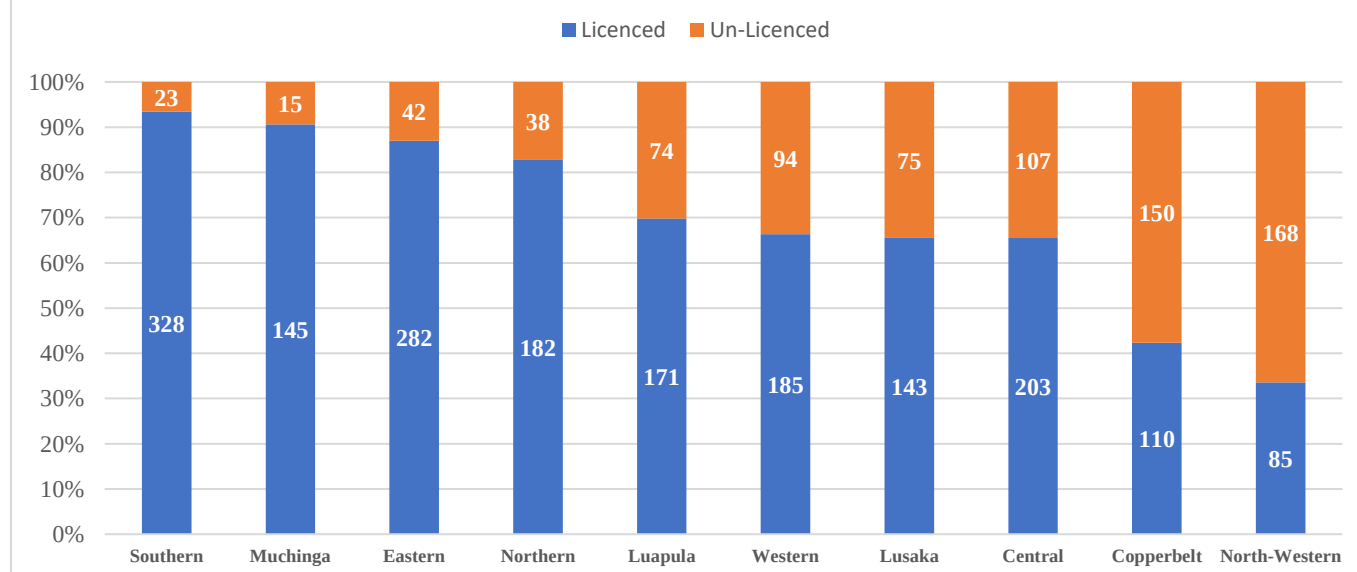
Section 37 of the Health Professions Act No. 24 of 2009 of the Laws of Zambia requires all health facilities to be licenced to continue operating. About 2,620 public health facilities were operating countrywide as of January 1st 2021, of which only **1,772** were licenced, leaving a balance of **848** for pending licencing.

During the year under review, HPCZ licenced

sixty-two (62) public health facilities out of the annual target of **848**, **bringing the cumulative licenced** facilities to **1,834**, representing **70%** achievement.

In terms of provincial distribution of licenced public health facilities, Southern Province had the highest percentage of licenced facilities at **93%**, while North-Western Province had the lowest rate with only **34%**, as shown in the diagram below.

Figure 5: The propotion of Licence Public Health Facilities per province



b) Variation

During the year under review, three (3) public health facilities had varied licences. Maina Soko Military Hospital had the infrastructure upgraded, and the name changed to Maina Soko Medical Centre, which reflects the scope of services, while Matero and Chawama First-level hospitals were upgraded to second-level hospitals.

c) Quality Assurance performance of Private Health Facilities

HPCZ is required to conduct quality assurance inspections of every health facility at least every 24 months to ensure compliance to set standards under **Section 48** of the Health Professions Act. The inspections can be routine (scheduled) or reactive in the case of a complaint against a health facility. The table below summarises the quality assurance performance of private health facilities during the year under review.

Table 6: Quality Assurance performance of Private Health Facilities

Category	Target	Renewed	Closed	Balance
Renewal of licences	1,772	381 (22%)	-	1,391
Routine Compliance inspections	462	455 (104%)	24	-18
Reactive inspections	13	2 (13%)	-	11

i. Renewal of Private Health Facilities

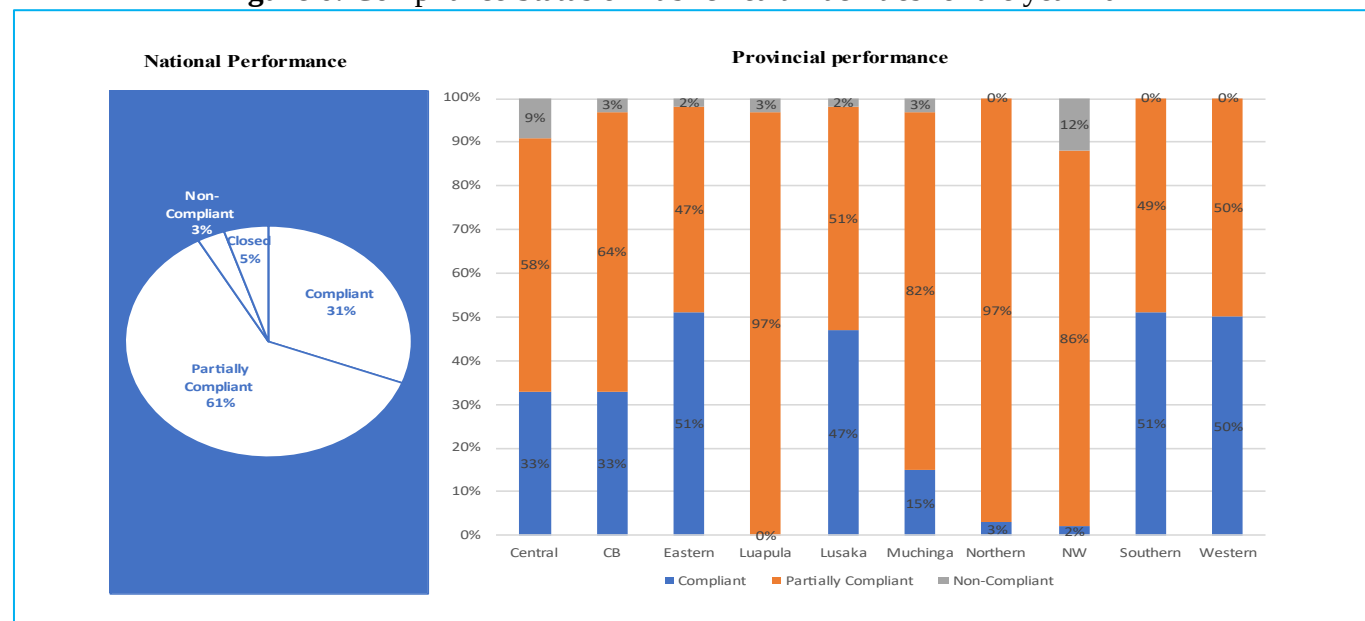
Regarding renewing public health facility licences, **1,772** licenced public health facilities

were required to renew their licences for 2021. By the end of the year, **381** renewed their Licences representing **21.5%** compliance, leaving a balance of **1,391** un-renewed public health facilities.

ii. Compliance Inspection of Public Facility

During the year under review, the Council inspected **480** public health facilities out of the annual target of **462** public health facilities to assess Compliance against set standards representing **103.9%** achievement. **Figure 2** below shows the summary performance of the inspected public health facilities against set standards per province. Overall, out of the **480** visited public health facilities, **24(5%)** were found temporarily or permanently closed, **148(30.8%)** were found compliant (score $\geq 75\%$), **293 (61.1%)** were found to be partially compliant (score 50-74%) while **15 (3.1%)** were found to be non-compliant. The regional analysis shows that most public facilities were partially compliant or compliant with the set standards, with the Lusaka, Eastern, Southern and Western provinces being more compliant than the other provinces. The compliant facilities were encouraged to continue adhering to set standards, while the partial complaints and non-compliant were advised to meet the set standards progressively. Most public facilities were underperforming in infrastructure, governance and equipment. **Figure 2** below shows the compliance status of the inspected public health facilities against set standards.

Figure 6: Compliance Status of Public health facilities for the year 2022



iii. Renewal of Private Health Facilities

Regarding renewing public health facility licences, **1,772** licenced public health facilities were required to renew their licences for 2021. **Section 48 (1)** of the Health Professions Act No. 24 of 2009 of the Laws of Zambia mandates the Council to conduct reactive inspections to assess

and enforce Compliance with regulations and health care standards. During the year under review, the Council conducted **two (2)** reactive inspections in public health facilities out of an annual target of **thirteen (13)**, representing **15.4%** achievement. Table 3 below gives the details of the reactive Inspections done.

Table 7: The reactive inspections conducted at public health facilities in the year 2021

Prompt for Inspection	Key Finding	Recommendation	Case Outcome
The Council undertook proactive inspection to assess a public hospital's preparedness level to operate as a second-level hospital as directed and to advise the hospital authorities on the set standards for the scope of service	Hospital infrastructure is appropriate, with all service areas well-equipped and fairly stocked with medical and surgical supplies for the scope of service. However, the hospital was poorly staffed at all levels, including specialists, general doctors, paramedics, nurses and support staff	The Council recommended that the facility be appropriately staffed for the scope of service, including specialists, general doctors, paramedical staff, nurses and support staff	The Council will continue monitoring the facility's progression towards meeting the staffing requirements for the scope of service
Suspected illegal covid-19 vaccination activity in a private home in Lilayi area of Chilanga district in conjunction with some practitioners	The vaccination was found to be done by a duly constituted vaccination team from a Government Hospital	Although the hospital did not notify the district and provincial health offices for authorisation, the inspection team recommended that the matter be dealt with administratively	Case Closed

3.1.3 Accreditation of Healthcare Services

Section 54 of the Health Professions Act No. 24 of 2009 of the Laws of Zambia requires a health facility to apply for accreditation of healthcare services. HPCZ required that the following services be subjected to accreditation:

- Anti-Retroviral Therapy (ART),
- Voluntary Medical Male Circumcision (VMMC) and
- Laboratory Services

a) Accreditation of New Health Services

At the beginning of the year under review, **733** accredited ART sites were operating countrywide. During the year under review, HPCZ accredited **thirty-six (36)** new ART sites compared to **twenty-two (22)** accredited in 2020, representing an annual increase of **67%**.

During the same period, HPCZ recorded **Two (2)** sites that closed, bringing the total number of sites to **757**, broken-down as **eighty (80) private** and **677 public** ART sites. This gave a net annual increase in active ART sites of **24 (3 %)**.

At the beginning of the year under review, **213** accredited VMMC sites were operating

countrywide. During the year under review, the Council accredited **thirty-two (32)** VMMC sites compared to **twenty-Seven (27)** accredited in 2020, representing an annual decrease of **13.5%**. During the same period, the Council had recorded **eight (8)** sites that closed down voluntarily for various reasons leaving a balance of **237** active accredited VMMC sites on the register Broken down as **thirteen (13) private** and **224 public** VMMC sites. This gives a net annual increase in active VMMC of **24(11.3%)**. This shows an increase in private investment/participation in the health sector.

b) Renewal of Accredited Health Services

733 ART sites were required to renew their licences for 2021. During the year under review, **232** sites renewed their accreditation out of the annual target of **733** ART-accredited sites representing **31.7%** achievement.

213 VMMC sites were required to renew their licences for 2021. During the year under review, **101** sites renewed their accreditation out of the annual target of **213** VMMC-accredited sites representing **47.4%** achievement. With **ten (10)**

VMMC sites closed during the year, there remain **102** VMMC sites that have not renewed their accreditation. About **101** sites are publicly owned, while **one (1)** is privately owned.

Table 5 below shows the renewal status of accredited services.

Table 8: The summary of the renewal status of accredited services for the year 2021

Service	Target	Renewed	closed	Balance	percentage
ART	733	232	12	489	31.7%)
VMMC	213	101	10	102	47.4

c) Compliance monitoring of Accredited health services

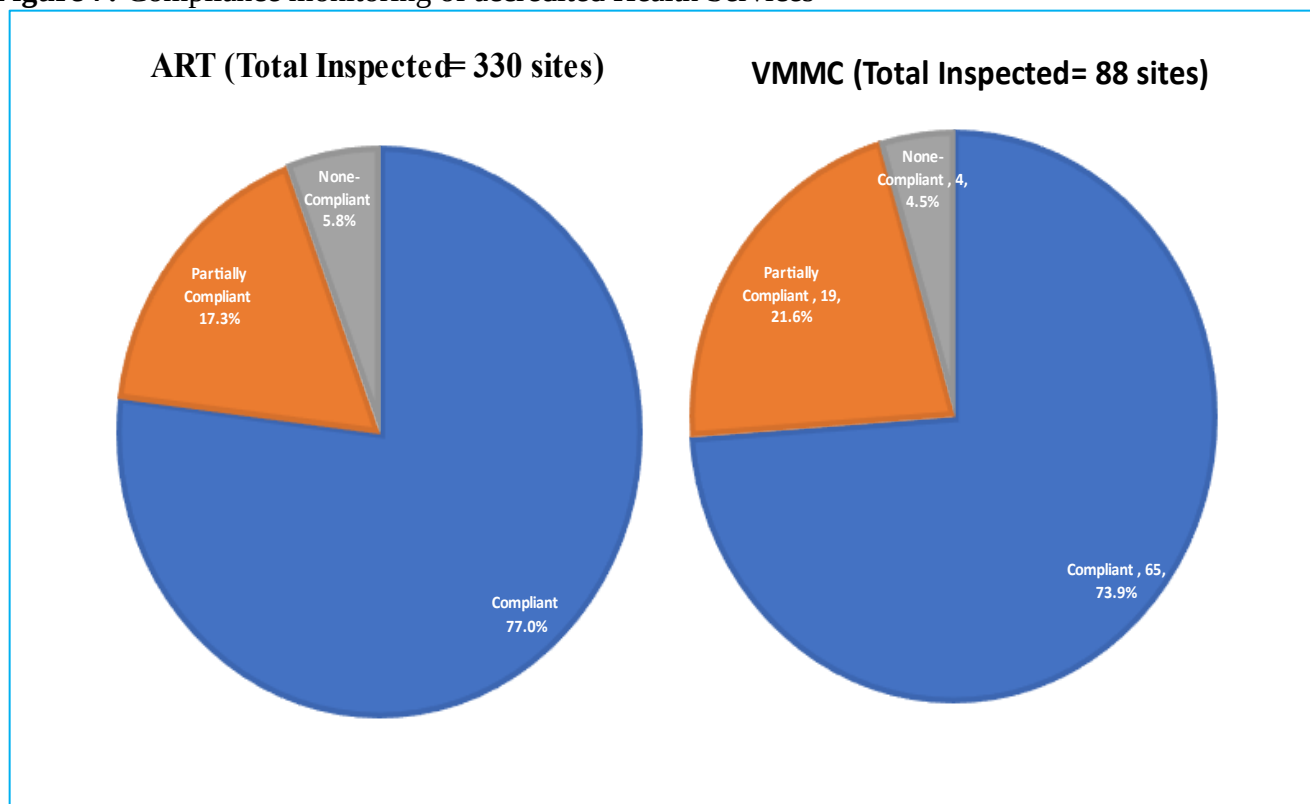
ART Services: During the year under review, the Council inspected **330** ART sites out of the annual target of **100** sites to assess Compliance against set standards. **254** of the inspected sites representing

76.9%, were found to have met the set standards, while the remainder either partially complied or were not compliant. All the non-compliant sites were government facilities, and these were advised to meet the set standards progressively

VMMC Services: During the year under review, the Council inspected **eighty-eight (88)** VMMC sites from the annual target of **25** sites to assess Compliance against set standards. **Sixty-five (65)** of the inspected sites, representing 73.9%, were found to have met the set standards, while the remainder either partially complied or were not compliant. All the non-compliant sites were government facilities and were advised to meet the set standards progressively.

The figure below shows the compliance status of the inspected accredited health services.

Figure 7: Compliance monitoring of accredited Health Services



3.2 Training And Education Unit

The purpose of the Training and Education Unit is to recognise, approve and monitor health training programmes regulated by HPCZ. The strategic objective of the unit was to recognise and approve health-related training programmes.

3.2.1 Training Programmes

Pursuant to **Section 32** of the Health Professions Act No. 24 of 2009 of the Laws of Zambia, the Act prohibits training institutions to provide or hold out as providing training to prepare students for the Health profession unless the Council approves the training programme. However, in August 2021, the Health Professions Act was consequentially amended (amendment number 26 of 2021) upon the amendment of the Higher Education Act No. 4 of 2013. The consequential amendment effectively transferred to the Higher Education Authority (HEA). The Council, however, retained the mandate to approve curricula for health training programmes, internship training programmes, and Continuing Professional Development (CPD) programmes.

1. Approval and Review of Training Programmes Curricula:

During the year under review, HPCZ approved 50 curricula, resulting in 186 approved curricula for health training programmes offered in higher education institutions.

2. Approval of new Training Programmes:

In the year under review, the Council approved **24** new training programmes bringing a cumulative total to **172**. The 172 approved training programmes were handed over to HEA. The training programmes handed over to HEA are listed in the appendices section.

3. Compliance Monitoring of Training Programmes:

During the year under review, HPCZ had a target of **151** programmes for Compliance, of which 124 were inspected, leaving a balance of **27**. Out of the

124 assessed, **5** were compliant, **111** were partially compliant, and **8** were non-compliant. The non-compliant was due to non-renewal of annual licenses, inadequate teaching staff, inadequate equipment in the skills labs and lack of quality assurance committees.

Those programmes found partially and non-compliant were given a specified time to undertake remedial measures and submit action reports to the Council.

4. Reactive inspections of training programmes:

The Council conducted **four (04)** reactive inspections in response to concerns raised by the public of illegal training institutions and possibly unapproved training programmes. The findings were that the allegations of illegal training were confirmed in all the cases reported, and the institutions were directed to cease all training. The Council also conducted **one (01)** reactive inspection in response to a complaint of compromised quality of training in an approved programme. The allegation was confirmed, and pending action is on-going.

5. Renewal of Training Programmes Certificates for the year 2021:

During the period under review, **151** training programmes were expected to renew the approval certificates. A total of **105** was renewed, leaving a balance of **forty-six (46)**.

3.2.2 Internship Sites

1. New Internship Sites:

One internship site was approved during the year under review, bringing the cumulative total to **nineteen (19)**.

Table 9: List of approved Internship Sites for 2021

No.	Name of Institution	District	Ownership
1.	University Teaching Hospital	Lusaka	Public
2.	Kabwe General Hospital	Kabwe	Public
3.	Chipata Central Hospital	Chipata	Public
4.	St Francis Mission Hospital	Katete	Public
5.	Levy Mwanawasa UTH	Lusaka	Public
6.	Medland Hospital	Lusaka	Private
7.	Kitwe Central Hospital	Kitwe	Public
8.	Arthur Division Hospital	Ndola	Public
9.	Nchanga South Mine Hospital	Chingola	Private
10.	Ndola Teaching Hospital	Ndola	Public
11.	Malcolm Watson Hospital	Mufulira	Public
12.	Wusakile Mine Hospital	Kitwe	Private
13.	Konkola Mine Hospital	Chilabombwe	Private
14.	Livingstone Central Hospital	Livingstone	Public
15.	Lewanika General Hospital	Mongu	Public
16.	Kasama General Hospital	Kasama	Public
17.	Mbala General Hospital	Mbala	Public
18.	Mansa General Hospital	Mansa	Public
19.			

2. Renewal of Internship Sites:

During the year under review, **eighteen (18)** internship sites were expected to renew their approval certificates, of which **Eleven (11)** sites renewed, representing **61%** achievement.

3. Compliance Monitoring of Internship Sites:

During the period under review, HPCZ inspected all **eighteen (18)** targeted internship sites to assess Compliance against set standards representing **100%** achievement.

3.2.3 Continuing Professional Development (CPD) Programmes

1. New CPD Programmes:

HPCZ approved **three (3)** new CPD programmes bringing the cumulative total CPD centres to **seven (7)** countrywide, as shown in the table

below;

Table 10: List of approved CPD Programmes for 2021

No.	Training Institution	Programme(s) Offered	Ownership Type	District
1	Lusaka Apex Medical University	CPD -Integrated PHC Practice in Physiotherapy and Environmental Health	Private	Lusaka
2	Lusaka Apex Medical University	CPD- Pharmaceutical Quality Practice	Private	Lusaka
3	Lifelink Training	Certificate in Obstetric Emergency Life Support Programme	Private	Lusaka
4	UNZA	CPD – Pharmaceutical Practice	Public	Lusaka
5	Bolton Institute of Health	Public Health Counselling	Public	Lusaka
6	Cavendish University	Certificate in Medical Education	Private	Lusaka
7	Lusaka Apex Medical University	Certificate in Medical Sports	Private	Lusaka

HPCZ also encourages professional associations to conduct CPD programmes for their members as the associations are best placed to understand the needs of their various professions.

2. Renewal of CPD Programmes:

During the year under review, **5** CPD programmes were expected to renew their approval certificates, of which **three (3)** centres renewed, representing **60%** achievement.

3. Compliance Monitoring of CPD Programmes:

During the period under review, HPCZ inspected all **five (5)** targeted CPD centres to assess Compliance against set standards representing **100%** achievement.

4 A DECENTRALISATION EXECUTION MODEL.

In its 2018 to 2021 Strategic Plan, HPCZ embarked on an ambitious, transformative agenda regulating the health sector. One of the objectives of this Strategic Plan was to decentralise HPCZs' operations to achieve organisational and operational effectiveness.

To this effect, HPCZ continued establishing regional offices, the latest being the Lusaka hub in 2021. This brought the total number of regional hubs to 4: Ndola, Kasama, Livingstone and Lusaka.

5 DEPARTMENT OF CORPORATE SERVICES

The Corporate Services Department is responsible for providing human resources and logistical support services to ensure the smooth operations of HPCZ. The department is also responsible for maintaining the institution's positive corporate image. Further, it is responsible for designing, implementing and maintaining the Information and Technological Systems and providing supply services.

The Corporate Services Department comprises four (04) Units, namely;

- i. Human Resources and Administration
- ii. Public Relations
- iii. Information Communication and Technology and
- iv. Procurement and Supply

5.2 Human Resources & Administration Unit

The Human Resources and Administration (HRA) Unit was anchored on Strategic Pillars 1, 3 and 5: *Human Capital and Operational Excellence; Infrastructure Development; Decentralisation and Organisational Design* of the HPCZ's 2018-2021 Strategic Plan whose Key Results Areas were having Committed, Competent and High Performing work force, Organizational Strength and operational Effectiveness. In this regard, the Strategic Objectives derived from the strategic Pillars and KRA's included the following;

- Improve Recruitment and Retention
- Improve Staff productivity
- Strengthen a Learning Organization culture
- Development of a fit-for-purpose HPCZ Office
- Implement a New organisational Structure
- Roll out a Decentralised model

The principal function of the HRA Unit was to manage and develop human resources to enhance the institution's performance. It also provided administrative and logistical support services for the effective operations of the institution.

5.1.1 Improve Recruitment and Retention

As at December 31st 2021, HPCZ staffing levels stood at eighty- Seven Point, Five percent

(87.5%) of the then-approved restructured Organisational structure. HPCZ recruited one (1) member of staff, i.e. Senior Procurement and Supplies Officer, while there was an attrition of three (3) members, i.e. two Drivers and the Senior Accountant, during the period under review.

3.2.1 Improve Staff productivity

HPCZ implemented and made strides using the Annual Performance Appraisal System (APAS) to measure individual staff performance. In this regard, all staff members developed Individual Work plans, forming a basis for the 2021 staff appraisals scheduled for January 2022.

In order to enhance staff productivity and wellness, three major activities were undertaken by the HRA Unit as follows :

- Amidst the COVID-19 pandemic, implementation of rotational work schedules was put in place and other various preventive measures at all offices,
- Two (2) Staff General Meetings were held in all the HPCZ offices, which allowed management and staff members to share ideas and concerns on staff welfare.
- HPCZ increased the number of labour day awardees for most deserving staff from four (4) to ten (10).

5.1.2 Strengthen a Learning Organization Culture

Continuous Professional Development (CPD) for all staff members remained a critical aspect in the Management of Human Resources at HPCZ in 2021.

In line with the approved 2021 Training and Development Plan, five (5) staff members were supported to undertake long-term training in undergraduate and postgraduate programmes.

Furthermore, as part of its commitment to contributing to National Human Resource Development, HPCZ engaged eleven (11) Interns in various departments and Units to provide them with hands-on working experience.

5.1.3 Development of a fit-for-purpose HPCZ Office

During the period under review, the construction of the HPCZ Head office was completed leading to relocation to the newly constructed Permanent Office Block situated at Plot No. 6640, Mberere Road Olympia Extension

5.1.4 Roll-out Decentralization

The Lusaka Regional Hub was fully operationalised during the period under review as the Hub had been relocated to as it was relocated from Chaholi Road, No. 7 Rhodes Park, to Independence Avenue, Plot No. 563 Civic Center Area.

5.2 Procurement And Supplies Unit

The Procurement and Supplies Unit's overall objective was to ensure that goods and services were procured through a transparent, accountable, competitive and fair bidding process in line with the Public Procurement Act No. 8 of 2020 and the 2011 Public Procurement Regulations.

During the year under review, HPCZ procured goods and services, facilitating smooth operations. The HPCZ 2021 Action Plan and the resultant approved Procurement Plan for 2021 formed the basis for all procurements.

HPCZ, in its 2021 Annual Procurement Plan, is estimated to procure goods and services at the cost of fourteen million kwacha (**K14, 238, 890.35**). However, it spent nine million kwacha (**K9, 384, 137.93**), representing 66% of expenditure.

The Construction of a three Storey Office Block, Guard House, alterations to the Building and Associated External Works on Plot No. 6640, Mberere Road, Olympia Extension, Lusaka, was completed and handed over to the Client (HPCZ) by the Contractor **Sinomine International (Zambia) Engineering Company Limited**.

HPCZ Procurement and Supplies Officers, with some of the Evaluation and Procurement Committee members, took part in the electronic Government Procurement (eGP) and on Price Reasonableness Analysis (PRA) Training.

During the year under review, HPCZ complied with the five (05) ways of conducting Price Reasonableness Analysis (PRA).

HPCZ faced challenges in effectively delivering Goods and/or Services due to the COVID-19 pandemic, which caused the inflation rates to be unstable, leading to some contracts being cancelled.

5.3 Information And Technology Unit

The Information Technology (IT) Unit was anchored on strategic pillar 3 of the 208-2021 HPCZ Strategic Plan. The unit's strategic objective was to 'Developed Fit-For Purpose ICT infrastructure.'

In 2021 the ICT Unit achieved the following milestones;

The Data Protection Policy was formulated to safeguard the Health Professions Council of Zambia's data. This document establishes regulations and policies that inform how HPCZ complies with data protection laws. As a result of enforcing the data protection policy, HPCZ controls existing data from being misapplied by third parties for Fraud.

The unit facilitated the electronic filing of 46,944 manual records for health practitioners at HPCZ regional hubs, namely, Lusaka, Livingstone, Ndola and Kasama. Computer-based storage has supported the repository, electronically cataloguing and retrieving HPCZ's records.

Additionally, 2,004 Health facility records were e-filed, and a total of 275 training files during the same period comprised 19 Internship sites, 12 CPD programmes, 23 practicum sites and 146 training programmes.

HPCZ developed and upgraded the Activity Implementation Monitoring Tool that is being used to track the performance of the planned activities. The tool provides annual targets and quarterly report outputs. As a result, the Health Professions Council of Zambia can monitor planned activities' progress and adjust accordingly before a particular year's end.

HPCZ, through the ICT Unit, created and rolled out the student indexing online platform. This permits students to complete online applications and receive their index numbers. The indexing platform simplifies student tracking across different institutions.

The Standard Operating Procedures (SOPs) Manual for the Health Professions Council of Zambia was reviewed and updated. The manual helps employees carry out routine functions and deliver actions to execute distinctive business processes and provide respective business services.

5.4 The Public Relations Unit

The Public Relations Unit's principal function is to create and enhance awareness and sensitisation of HPCZ's existence and its mandate in order to protect and promote a positive image of the institution among stakeholders and the general public.

During the year under review, HPCZ achieved the following milestone under the unit;

5.4.1 Press Statements/Interviews/News Stories Quarterly Media Briefings and Orientation

- i. HPCZ issued fourteen (14) press statements, interviews and news stories, which were aired/published on various media platforms, including radio, television, newspapers, websites and social media platforms.
- ii. The strategic media and public engagements and awareness activities were conducted as follows:

Table 11: Media and Public Engagements and Awareness Activities

NO	DATE	SELECTED STRATEGIC MEDIA AND PUBLIC ENGAGEMENTS & AWARENESS
1	January 22nd 2021	One person was cited for presenting himself in the media and another fora as a medical doctor when he was not registered as such.
2	October 14th 2021	HPCZ Shuts Mamos Medical Centre in Kazungula District and alerts members of the public to shun the illegal facility.
3	October 21st 2021	HPCZ cites Mpulungu Grade 11 School dropout for practising as a health practitioner without HPCZ registration.
4	April 2021,	Reminder to training institutions and the public to continue adhering to COVID-19 guidelines against the backdrop of the looming third wave.
5	April 21st 2021	HPCZ recorded an audio/video statement encouraging people to go for voluntary COVID-19 vaccination.
6	November 27th 2021	PR Unit generated and circulated a news story from the Physiotherapy Society of Zambia (ZSP) 2021 Scientific Symposium held in Eastern Province: "HPCZ maintains stance on regulation of Gyms and Spas, as Physiotherapists cry for recruitment."
7	November 30th 2021	Another story from the ZSP symposium was generated and circulated: "HPCZ announced more measures to deter persistent health worker bad attitude in health facilities."
8	May 20th 2021	HPCZ conducted one (1) media orientation workshop in Lusaka. The activity was aimed at briefing the media and equipping journalists with knowledge about the Council's mandate and its significance in the continued promotion of quality healthcare and training standards.

5.4.2 Stakeholder Engagements

i. HEA-HPCZ Joint Presser On Programme Approval

Training institutions offering health-related programmes, stakeholders, parents, guardians, sponsors, students and general public were formally notified that the core function of recognising and approving health-related training programmes would no longer rest with HPCZ but with HEA.

ii. Student Sensitisation

Student sensitisation was conducted at four (4) Lusaka-based training

institutions. The Institutions were Levy Mwanawasa Medical University, Defence School of Health Sciences, Sunridge Institute of Health Sciences and DMI St Eugene University. The student sensitisation was a foundation for future health practitioners to be aware of the ethics and professional conduct expected of them.

iii. Health Professional Associations

HPCZ supported and participated in the following Professional Association's symposia and conferences as follows:

Table 12: Strategic Stakeholder Engagements and Meetings

	DATE	Stakeholder	Theme of Engagement
1	May 1st	Resident Doctors Association of Zambia (RDAZ)	HPCZ's CPD requirements for Health Practitioners
2	7 th to 9 th October	Pharmaceutical Society of Zambia (PSZ)	The PR Unit exhibited at the Pharmaceutical Society of Zambia (PSZ) Scientific Research Conference and Annual General Meeting in Livingstone, Southern Province. The Unit also facilitated media coverage and interviews for the Registrar during the HPCZ Presentation.
3	October 28th	Zambia Dental Association (ZDA)	During the Zambia Dental Association (ZDA) Annual General Meeting and Scientific Conference held in Siavonga Southern Province, the PR Unit exhibited and disseminated vital professional information to delegates. HPCZ also did a Presentation to delegates.
4	25 th to 29 th November	Zambia Society of Physiotherapy (ZSP)	The HPCZ Registrar and PR staff attended the Zambia Society of Physiotherapy (ZSP) Scientific Symposium in Chipata, Eastern Province. The Unit facilitated the presentation, which the Registrar delivered at the symposium. News items were generated and circulated to various media institutions across the Country.

5.4.3 Radio Placement/Programmes

- i. The paid-for radio programme “Know HPCZ as a Regulator” was launched and rolled out to strengthen communication and engagement with stakeholders and improve the community and public visibility. This was broadcast weekly on Millennium Radio, ZNBC Radio 2, Sun FM and Radio Mano for 7 weeks.
- ii. HPCZ was featured on UNZA Radio Lusaka Star breakfast show on April 26th 2021, discussing various issues relating to the HPCZ mandate, *its role in the fight against Covid-19 and how operations had been adjusted to accommodate the new normal (pandemic period)*. The public had an opportunity to call in and interact.
- iii. On November 15th, HPCZ featured on the ZNBC Radio 1 Bemba Programme **dubbed “Imisepela”** to discuss, among other issues, a Mpulungu male who was arrested for holding out as a health practitioner without registration.

5.4.4 Social Media Monitoring- Facebook

HPCZ continued interacting with and updating stakeholders through its Facebook page postings covering different matters. The platform was particularly useful during the first quarter after the suspension of face-to-face interaction at all HPCZ offices due to Covid-19.

5.4.5 Participation in National and International Events

HPCZ participated in the following National and International events.

- i. International Women's Day on 8th March 2021.
- ii. 57th Independence Day on 24th October 2021.
- iii. World AIDS Day on December 1st 2021.

5.4.6 Production of the 2020 Annual Report

HPCZ compiled the 2020 Annual Report. Principally, producing an Annual Report is part of a good Corporate Governance requirement. It also gives an insight into how yearly planned activities were executed.

Internal Audit Unit is anchored on Strategic Pillar 4: **Mobilisation and Management of Resources** with the Key Result Area (KRA) 6 ‘**sustained resource base and fiscal discipline for the growth of the Council**’ of the HPCZ’s 2018-2021 Strategic Plan.

The Unit’s Strategic Objective is to **Reduce Exposure to Enterprise Risks** by reviewing the risks and internal controls on all the systems of HPCZ.

During the year under review, the Internal Audit Unit achieved the milestone;

- i. Reviewed the ten (10) inspected Health facilities in Muchinga Province.
- ii. Evaluated the developed the rHRIS application, User Roles, Data Base, and

- Hardware configurations.
- iii. Conducted staff risk management orientation in the risk management tools, policy and procedures at Kasama hub, Livingstone Hub and Ndola hub.
- iv. Conducted post-audit of payroll and individual contract payments for management and staff, systems and employee files in all departments.
- v. Reviewed and verified documentation and physical assets at the Head office and all regional hubs.
- vi. Reviewed practitioner files and registration process against the set guidelines and the Professions Act No. 24 of 2009 at the Head office and all regional hubs.

The Legal Unit is anchored on Strategic Pillar 1: ***Human Capital and Operational Excellence*** and with the Strategic Objective: To ***Ensure a committed, competent and high-performing workforce and good corporate governance*** of the HPCZ's 2018-2021 Strategic Plan.

The Unit is responsible for investigating all complaints, providing legal services and guidance to HPCZ, enforcing Compliance and promoting good Corporate Governance in line with the Health Professions Act No 24 of 2009 of the Laws of Zambia.

During the year under review, the Legal Unit achieved the milestone;

7.1 Disciplinary Matters

Investigated a total number of **41** complaints. Out of which, Nine **(09)** had been referred to the Nursing and Midwifery Council of Zambia for determination, two **(02)** had been recommended for closure due to withdrawal of the complaint, while there was no Professional Misconduct on the other **19** cases. Further, eight **(08)** cases were referred to the Disciplinary Committee for determination, while three **(03)** awaited conclusion.

7.2 Prosecution of Offences under the Health Professions Act

- i. One (01) case was prosecuted in Chingola, where one person was convicted for Practicing as a health practitioner when not registered by the Council.
- ii. The other case was prosecuted in Mpulungu, where one person was convicted for practising as a health practitioner when not registered with HPCZ and operating an unregistered health facility.

7.3 Review Of The Health Professions Act No. 24 Of 2009

- i. Held several consultative and technical meetings with various stakeholders to draft the Health Professions Bill.
- ii. Drafted the Bill and submitted it to the Ministry of Health for onward submission to the Ministry of Justice.

7.4 Statutory Instruments

- i. Developed a Statutory Instrument (SI) to include registers for health practitioners and forwarded it to the Ministry of Health for issuance of drafting instructions to the Ministry of Justice.
- ii. Developed another Statutory Instrument (SI) on the Scope of Practice for health practitioners.

8 THE FINANCE AND PLANNING DEPARTMENT

The Finance & Planning department is responsible for financial and management accounting functions to ensure efficient and effective utilization of HPCZ resources and provide timely financial information for Management and HPCZ decision making.

It is also responsible for coordinating and facilitating the preparation of institutional plans to ensure smooth implementation of HPCZ activities. Further, the department monitors and evaluates institutional activities to ensure

adherence to implementation plans and informed decision making.

The Key Result Area (KRA) of the finance and planning department is '*sustained resource base and fiscal discipline for the growth of the Council*' anchored on strategic pillar number four (No. 4) of the Health Professions Council of Zambia 2018-2021 Strategic Plan.

8.1 HPCZ Financial Highlights

Table 13: 2020-2021 Financial Summary

Category	Amount ZMW		Variance % + (-)	Notes
	Reporting Year (2021)	Prior Year (2020)		
Revenue	57,647,706	54,748,723	5.3%	The increase in revenue was attributed to the increase in the number of new registrants (students, practitioners, facilities, and training programs) in the year under review compared the year 2020 which was impacted by Covid-19.
Expenditure (inclusive of finance charges)	46,994,032	46,293,020	1.5%	The increase in expenditure was due to increased planned activities undertaken in the year compared to 2020 which was affected by the effects of Covid-19
Surplus (Deficit)	10,653,674	8,455,703	26%	

8.2 Departmental Highlights-Finance

- HPCZ signed a Memorandum of Understanding (MoU) with JHPIEGO under the Health Workforce for 21st Century (HW21) project at a total sum of **ZMW679,340.00 (US\$42,248)** from October 1st 2021, to August 29th 2022. The two main objectives of the MoU were to:
 - Increase the HPCZ's and MoH's capacities in human resource for health (HRH) management through a continued and strengthened regulatory human resource information system (rHRIS) for improved HRH decision-making in areas including but not limited to staff deployment, retention, assurance of health worker

compliance to legal registration, continuing professional development, and contributing to ensuring the right skills mix of staffing within service delivery.

- Define the roles and responsibilities of the parties regarding the collaboration and coordination of project efforts under the Health Workforce for 21st Century (HW21) project to support, maintain and expand the capacities of the rHRIS and the HPCZ's capacities, skills, and resources to maintain the rHRIS while working toward future transition of the system to HPCZ for full management and oversight.
- Coordinated the financing and administrative management of the construction of a Three Storey Office Block, Guard House,

Alterations To The Building and Associated External Works, On Plot No.6640 Mberere Road, Olympia Extension, Lusaka Head Offices.

3. HPCZ successfully invested Council funds in secure short term financial investment, supported by Treasury Bills in some cases, generating annual interest on a net basis of **ZMW2,189,114.00** against target of ZMW2.2 million for the year. The deficit in interest generated was attributed to the general decline in deposit interest rates available from various Commercial Banks. The funds invested were operational funds generated before application during the year under review.
4. Coordinated the Medium-Term Expenditure Framework (MTEF) planning for 2022- 2024 and 2022 Budgets with a major focus on providing universal access to quality healthcare.
5. Fully automated and integrated procurement process with the accounting and financial reporting Enterprise Resource Package Pastel. The automation has made accounting for various purchases through Procurement Unit easy to track and reconcile.
6. Provided timely Management Accounting information for decision-making keeping the Council as a going concern on all statutory and operational financial obligations. The routine information provided helped shape and foster an organization sense for cost control and prudence.

8.3 Departmental Highlights - Monitoring And Evaluation

1. Conducted evaluation of the piloted online student indexing; The activity's objective was

to draw lessons from the pilot sample and see areas of improvement before the module was rolled out to other training institutions. Evaluation Results and recommendations were submitted to the responsible departments for action.

2. Conducted the impact assessment of 2021 Practitioner Compliance Monitoring Exercise. The objective of evaluating the compliance activity was to ascertain whether the activity was yielding results as intended or planned. Management was presented with the findings and recommendations for decision making.
1. Evaluation was conducted on the operations of the regional hubs to ensure effectiveness in service delivery, and the findings were shared with management for consideration.
2. Tracked HPCZs Action Plan activity execution for the year 2021 and quarterly reports were submitted to communicate HPCZ's activity implementation status.

8.4 Statutory Financial Auditing

During the year under review, the HPCZ received an unqualified (clean) audit report on the Financial Statements for the years ended December 31st 2021. The Financial Statements were approved within the fourth quarter of 2022 and consolidated in the Annual Report for the year.

The audited Financial Statements for the year ended 31st December 2021 are included as part of this annual report. The Financial Statements were unqualified by External Auditors.

9 2022 REGULATORY OUTLOOK

The Health Professions Council of Zambia will continue to execute its mandate for the year 2022 by focusing on the following perimeters;

- i Improved service and mandate delivery.
- ii Development of the HPCZ 2022-2026 Strategic Plan.
- iii Operational efficiencies and Strategic partnerships

- iv Mobilisation and management of Resources.
- v Creating and enhancing brand awareness.
- vi Human Resource and Operational Excellence.
- vii Public Accountability
- viii Implementation of the rolled-out decentralisation model.



ANNUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST DECEMBER 2021

HEALTH PROFESSIONS COUNCIL OF ZAMBIA**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2021**

TABLE OF CONTENTS.....	PAGE
REPORT OF THE COUNCIL.....	1
STATEMENT OF MEMBERS' RESPONSIBILITIES	8
INDEPENDENT AUDIT REPORT.....	10
STATEMENT OF SURPLUS OR DEFICIT	13
STATEMENT OF COMPREHENSIVE INCOME.....	14
STATEMENT OF CHANGES IN EQUITY.....	15
STATEMENT OF CASH FLOWS	16
STATEMENT OF FINANCIAL POSITION	17
SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES	18
NOTES TO THE FINANCIAL STATEMENTS	38
APPENDIX I- DETAILED EXPENDITURE STATEMENT.....	57

REPORT OF THE COUNCIL

The Council Members submit their report and audited financial statements for the year ended 31 December 2021.

1. Background and Principal Activity**(a). About HPCZ**

The Council under the Act is mandated to implement the following core functions: (a) Register health practitioners and regulate their professional conduct (except nurses who are registered and regulated under a different Act); (b) Licence health facilities and accredited healthcare services provided by health facilities; and (c) Recognise and approve training programmes for health practitioners.

(b). Our Mandate

The Council is established under the *Health Professions Act No. 24 of 2009* which continues the existence of the Medical Council of Zambia and renames it as the Health Professions Council of Zambia. Our principal functions include the following:

- Registration of health practitioners and regulation of their professional conduct. (Except Nurses & Midwives)
- Licensing of the Health Facilities
- Accreditation of health care services
- Recognition and approval of training programmes for health Practitioners.
- Conduct and Manage Professional licensure Examinations for Health Practitioners.

REPORT OF THE COUNCIL *Continued***(c). Core Values**

Vision	“To be a leading regulator of health care and training services for public protection.”
Mission	“To safeguard the quality of health care services by regulating and monitoring the professional conduct of health practitioners, health facilities and training institutions.”
Shared Core Values	: Integrity. WE will do what we say we will do. We will up-hold professional and ethical business practices. Our interactions with stakeholders will be done transparently for mutual benefits. We will ensure honesty, integrity and respect to all. : Innovation. WE are creative, bold and believe in continuous learning. We believe these will sustain total quality consciousness in the organization. : Service Delivery. WE believe in delivering excellent services and value to our stakeholders. We take time to understand stakeholders’ needs and always strive to surpass their expectations. Accountability. WE uphold high quality standards and ethics in our dealings to enhance professional competence by providing the highest level of service. Excellence. WE strive to deliver the highest quality and value possible through reasonable, easy and relevant approaches as we execute our mandate. Fairness. WE ensure that our decision-making process is not perceived as discriminatory by creating an environment of honest, open dialogue; and with intentional effort to remove any biases.

REPORT OF THE COUNCIL *Continued***(d). Place of Business**

The addresses of the Council are:

Head Office (New)

Plot No. 6640
Mberere Road
Olympia Extension, Lusaka

Copperbelt Hub

No. 6 Kenya Road
Northrise, Ndola

Northern Hub

Plot 2247, Off Mwamba Road
Central Town, Kasama

Lusaka Office

Plot 8/1330
Enock Kavu Road
Rhodespark, Lusaka

Southern Hub

No. 82 John Hunt Way
Off Airport Road
Central Business District
Livingstone

Head Office (Former)

No. 7 Chaholi Road,
Off Addis Ababa Drive
Rhodespark, Lusaka

2. Accounting Framework

Because the Council is Public Interest it reports its financial results in accordance with the International Financial Reporting Standards ("IFRS").

3. Property, Plant and Equipment

The Council purchased assets at a cost of **ZMW10,679,265** (2020: ZMW6,303,571). The New Office Block was occupied and brought into use by the Council in the third quarter of 2021, however, it remains classified as Capital Work in Progress pending the issue of the completion certificate:

- (a). Land and Buildings: **ZMW157,790** (2020: Nil)
- (b). Motor Vehicles: **ZMW469,300** (2020: Nil)
- (c). Office Furniture and Equipment: **ZMW560,817** (2020: ZMW91,929)
- (d). Capital Work in Progress: **ZMW9,491,358** (2020: ZMW6,211,642)

REPORT OF THE COUNCIL *Continued***4. Summary of Financial Results**

<i>Amounts in Zambian Kwacha (ZMW)</i>	2021	2020
Operating Results		
➤ Surplus (Deficit) for the Year	10,653,674	8,455,703
➤ Income	57,647,706	54,748,723
➤ Expenditure		
○ Operating Expenses	46,615,630	45,238,381
○ Finance Costs	378,402	1,054,639
Fixed Assets		
➤ Acquisitions (cost)	10,679,265	6,303,571
➤ Disposals (carrying amount)	105,736	456,594

5. Council Members

HPCZ is led by a purpose driven passionate and experienced leadership focused on delivering on the organization's vision and mission.

Retired Council

The 3rd Council's tenure of mandate expired on 31st March 2020 and was made up of the following:

Name	Position	Changes
Dr. Kennedy Malama	Chairperson	Expired-31 March 2020
Dr. Elizabeth Chizema	Vice Chairperson	Expired-31 March 2020
Prof. Charles Michelo	Member	Expired-31 March 2020
Dr. Clarence Chiluba	Member	Expired-31 March 2020
Dr. Christopher Kapeshi	Member	Expired-31 March 2020
Ms. Rosemary K. Zimba	Member	Expired-31 March 2020
Dr. Lonia Mwape	Member	Expired-31 March 2020
Mr. Robby Makwelele	Member	Expired-31 March 2020
Dr. Abidan Chansa	Member	Expired-31 March 2020
Ms. Diana Shamabobo	Member	Expired-31 March 2020
Dr. Sheyo Mwinga	Member	Expired-31 March 2020
Dr. Shailen Desai	Member	Expired-31 March 2020
Ms. Bernice C. Mwale	Member	Expired-31 March 2020
Mr. James Kapesa	Member	Expired-31 March 2020
Mrs. Caroline Yeta	Member	Expired-31 March 2020
Ms. Jane Chinkusu	Member	Expired-31 March 2020
Mr. Bwembya B Bwalya	Registrar	

REPORT OF THE COUNCIL *Continued*Current Board

At date of signing the Annual Financial Statements the Council Members (Board) below were appointed by the Minister as per the provisions of the *First Schedule, Part I* of the *Health Professions Act No. 24 of 2009*.

Name	Position	Organisation
Prof. Mulindi Mwanahamuntu	Chairperson	MoH
Brig. Gen. (Dr) Mwiinga Sheyo	Member	Min of Defense - ZAF
Dr. Elliot Kafumukache	Member	UNZA School of Medicine
Eng. Milner Maluza Makuni	Member	Min of Science & Technology
Ms. Esnart Mwape	Member	Pharmaceutical Society of Zambia
Ms. Patience Musonda	Member	Min of Justice
Mr. Makomani Siyanga	Member	ZAMRA
Dr. Chrispin Moyo	Member	ZMA
Dr. Nalumino Sayela	Member	Zambia Dental Association
Mrs. Doreen Shempela	Member	CHAZ
Mr. Mutale Mubanga	Member	Biomedical Society of Zambia
Mr. Jones Neba	Member	Clinical Officer Association of Zambia
Dr. Martha Banda	Member	Zambia Society of Physiotherapy
Mr. Kennedy Chishimba	Member	Zambia Institute for Environmental Health
Dr. Chipo Muyovwe	Member	Faculty of General Practitioners
Dr. Musaku Mwenechanya	Member	UTH
Ms. Vivian Chiwila Chikoti	Member	MOH
Ms. Irene Muyenga	Member	MD Savenda Insurance

6. Management

Below is our Senior Management Team ("SMT").

(a) Identities

Name	Position
Bwembya Bwalya	CEO/Registrar
Charles Mafumo	Director-Finance & Planning
Innocent Mulenga Kolala	Director-Corporate Services
Kawa Mmembe	Director-Registration
Muchenelah Chibasa	Director-Inspectorate
Llyod Kapambwe Bwalya	Manager-Legal Services
Mulemwa Muwanei	Manager-Internal Audit

REPORT OF THE COUNCIL *Continued***(b) Disclosure to Auditors**

Each of the Members and Senior Managers at the date of approval of this report confirms that:

- (i). So far as the Members are aware, there is no relevant audit information of which the Council's auditors are unaware; and
- (ii). The Members have taken all the steps that they ought to have taken as Members to make themselves aware of any relevant audit information and to establish that the Council's auditors are aware of that information.

7. Risk Factors

The Council's future performance and results could be materially different from expected results depending on the outcome of certain potential risks and uncertainties. Details of the principal risk factors the Council faces are given in Statement 8 below. The reported results of the Council are also sensitive to the accounting policies, assumptions and estimates that underlie the preparation of its financial statements. Details of the Council's critical accounting policies and key sources of accounting judgments are included in the Accounting Policy 7(e). The Council's approach to risk management, including its financial risk management objectives and policies and information on its exposures to credit, currency, liquidity and cash flow risk, is discussed in the Risk Management section on Statement 8 below.

8. Risk Management and Control

As explained on Statement 7 above, the Council through its normal operations is exposed to a number of risks, the most significant of which are credit, operational, liquidity and compliance risks. The Council's risk management objectives, policies and strategies are discussed in the Accounting Policies. Exposures are discussed in the notes to the financial statements.

9. Related Parties

The Council has a common enterprise relationship with stakeholders. Other related party relationships and material balances that the Council has with its related parties are discussed in Note 17 to the financial statements.

10. Charitable Donations

The Council made charitable donations amounting to **ZMW100,000** (2020: ZMW ZMW280,000) during the year.

11. Auditors

In accordance with the provisions of *Part II s12 (2)* of the *Health Professions Act No. 24 of 2009*, the auditors, **Messrs Mbochi & Partners**, will retire as auditors of the Council at the forthcoming Council Meeting, and having expressed their willingness to continue in office a resolution for their re-appointment will be proposed.

REPORT OF THE COUNCIL *Continued*

12. Borrowing powers

Borrowing capacity is determined by the Members in terms of the Council, from time to time.

13. Events after the reporting period

The Members are not aware of any material event which occurred after the reporting date and up to the date of this report.

14. Going concern

The Members believe that the Council has adequate financial resources to continue in operation for the foreseeable future and accordingly the annual financial statements have been prepared on a going concern basis. The Members have satisfied themselves that the Council is in a sound financial position and that it has access to sufficient borrowing facilities to meet its foreseeable cash requirements. The Members are not aware of any new material changes that may adversely impact the Council. The Members are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the Council.

15. Date of authorisation for issue of financial statements

The annual financial statements have been authorised for issue by the Members on Tuesday, 11 October 2022. No authority was given to anyone to amend the financial statements after the date of issue.

16. Acknowledgements

Thanks, and appreciations are extended to all our Council members, staff, service providers, health professionals and all stakeholders for their continued support in the realisation of the Council mandate as per the *Health Professions Act No. 24 of 2009*.

On behalf of the Council:



Registrar and Chief Executive officer

23/10/2022

Date

STATEMENT OF MEMBERS' RESPONSIBILITIES

The following statement, which should be read in conjunction with the Auditors' report set out on page 10, is made with a view to distinguishing for members the respective responsibilities of the Members and of the auditors in relation to the financial statements for the year ending 31st December 2021.

Statement of Responsibility for Financial Statements

The Council is required by the *Health Professions Act No. 24 of 2009* to maintain adequate accounting records and is responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the Council as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with International Financial Reporting Standards (IFRSs). The external auditors are engaged to express an independent opinion on the financial statements.

The financial statements are prepared in accordance with *International Financial Reporting Standards (IFRSs)* and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The Council acknowledge that it is ultimately responsible for the system of internal financial control established by the Council and place considerable importance on maintaining a strong control environment. To enable the Council to meet these responsibilities, the Council sets standards for internal control aimed at reducing the risk of error or loss in a cost-effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the Council and all employees are required to maintain the highest ethical standards in ensuring the Council's activities are conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the Council is on identifying, assessing, managing and monitoring all known forms of risk across the Council. While operating risk cannot be fully eliminated, the Council endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Council is of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The Council has reviewed the Council's cash flow forecast for the year ended 31 December 2021 and, in the light of this review and the current financial position, they are satisfied that the Council has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently reviewing and reporting on the Council's financial statements. The financial statements have been examined by the Council's external auditors, Mbochi and Partners, and their report is presented on pages 10 to 12.

HEALTH PROFESSIONS COUNCIL OF ZAMBIA

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

STATEMENT OF MEMBERS' RESPONSIBILITIES *Continued*

Statement on Going Concern

The Members have assessed, in the light of current and anticipated economic conditions, the Council's ability to continue as a going concern. The Members confirm they are satisfied that the Council has adequate resources to continue in business for the foreseeable future. For this reason, they continue to adopt the 'going concern' basis for preparing the financial statements.

The financial statements set out on pages 13 to 59, which have been prepared on the going concern basis, were approved by the Council on 23 September 2022 and were signed on its behalf by:

Date: 23/09/2022

Chairperson: 

Registrar: 

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF HEALTH PROFESSIONS COUNCIL OF ZAMBIA

Opinion on Financial Statements

We have audited the financial statements of the Health Professions Council of Zambia ('the Council'), which comprise the statement of financial position as at 31st December 2021, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is the *Health Professions Act No. 24 of 2009* and International Financial Reporting Standards ('IFRS') as issued by the *International Accounting Standards Board ('IASB')*.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Health Professions Council of Zambia ('the Council') as at 31st December 2021, and its financial performance and their cash flows for the year then ended.

Separate Opinion in relation to IFRS as issued by the IASB

The Council has prepared Financial Statements that comply with IFRS as issued by the IASB. In our opinion, the Financial Statements comply with IFRS as issued by the IASB.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing ('ISAs'). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity within the meaning of relevant ethical requirements and have fulfilled our other responsibilities under those ethical requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Going Concern

The financial statements of the entity have been prepared using the going concern basis of accounting. The use of this basis of accounting is appropriate unless management either intends to liquidate the entity or to cease operations or has no realistic alternative but to do so. As part of our audit of the financial statements, we have concluded that management's use of the going concern basis of accounting in the preparation of the entity's financial statements is appropriate.

Management has not identified a material uncertainty that may cast significant doubt on the entity's ability to continue as a going concern, and accordingly none is disclosed in the financial statements of the entity. Based on our audit of the financial statements of the entity, we also have not identified such a material uncertainty. However, neither management nor the auditor can guarantee the entity's ability to continue as a going concern.

Responsibilities of Management and Those Charged With Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with IFRSs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. The Board is responsible for overseeing the entity's financial reporting process. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibilities for the Audit of the Financial Statements

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the planning and performance of the audit. We also:

1. Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
2. Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
3. Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, then we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the entity to cease to continue as a going concern.
4. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
5. Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

6. Obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the entity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the entity audit. We remain solely responsible for our audit opinion.
7. We are required to communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
8. We are also required to provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

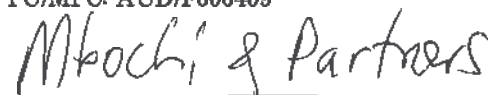
Report on Other Legal and Regulatory Requirements

The *Health Professions Act No. 24 of 2009*, which defines the applicable reporting framework for these financial statements, requires that in carrying out our audit we consider whether the Council has kept the accounting records, other records and registers required by this Act. We confirm that in our opinion the accounting records, other records, and registers required by the *Health Professions Act 24 of 2009* have been kept by the Council, so far as appears from our examination of those records.

The engagement partner responsible for the audit resulting in this independent auditor's report is:



Musonda Chisha
PC/MPC: AUD/F000409



MBOCHI AND PARTNERS

23 September 2022
Date

HEALTH PROFESSIONS COUNCIL OF ZAMBIA

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2021

STATEMENT OF SURPLUS OR DEFICIT

Amounts in Zambian Kwacha (ZMW)

	Note(s)	31 December 2021	31 December 2020
Fee Income	1.	52,563,098	52,272,038
Other Income	2.	5,084,608	2,476,685
Total Operating Income		57,647,706	54,748,723
Operating Expenditure			
Cost of Goods Sold	3.	1,064,824	326,644
Staff Costs	4.	28,491,990	28,221,492
Other Operating Costs	4.	11,848,501	11,310,717
Registration, Compliance and Fee Related Expenses	4.	5,210,315	5,379,528
Total Operating Expenditure		46,615,630	45,238,381
Operating Surplus		11,032,076	9,510,342
Finance Costs	5.	(378,402)	(1,054,639)
Surplus (Deficit) for the Year		10,653,674	8,455,703
<u>Other Comprehensive Income:</u>			
Items that will not be subsequently reclassified to profit or loss:		409,112	(1,350,806)
Total Comprehensive Income		11,062,786	7,104,897
<i>Total net income attributable to:</i>			
Controlling interests		11,062,786	7,104,897
Non-controlling interests		-	-
		11,062,786	7,104,897

HEALTH PROFESSIONS COUNCIL OF ZAMBIA

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2021**

STATEMENT OF COMPREHENSIVE INCOME*Amounts in Zambian Kwacha (ZMW)*

	Note(s)	31 December 2021	31 December 2020
Surplus (Deficit) For the Year		10,653,674	8,455,703
Other Comprehensive Income			
<i>Items that will not be subsequently reclassified to profit or loss:</i>			
Lease liability and right of use prior year catch-up		409,112	(1,350,806)
		409,112	(1,350,806)
<i>Items that will be reclassified subsequently to profit or loss:</i>		-	-
Total Comprehensive Income For the Year		11,062,786	7,104,897
Attributable to:			
Owners of the Company		11,062,786	7,104,897
Non-controlling Interest		-	-
		11,062,786	7,104,897

HEALTH PROFESSIONS COUNCIL OF ZAMBIA

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2021**

STATEMENT OF CHANGES IN EQUITY*Amounts in Zambian Kwacha (ZMW)*

	Retained income	Total equity
Balance at 31 December 2019	1,845,017	1,845,017
Profit for the year	8,455,703	8,455,703
Other comprehensive income:		
Lease liability and right of use prior year catch-up	(1,350,806)	(1,350,806)
Total comprehensive income for the year	7,104,897	7,104,897
Balance at 31 December 2020	8,949,914	8,949,914
Profit for the year	10,653,674	10,653,674
Other comprehensive income:		
Lease liability and right of use prior year catch-up	409,112	409,112
Total comprehensive income for the year	11,062,786	11,062,786
Balance at 31 December 2021	20,012,700	20,012,700

HEALTH PROFESSIONS COUNCIL OF ZAMBIA

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2021

STATEMENT OF CASH FLOWS

Amounts in *Zambian Kwacha (ZMW)*

	Note(s)	31 December 2021	31 December 2020
Cash Inflow From Operating Activities			
Surplus (Deficit) For the Year		10,653,674	8,455,703
Adjustments for:			
Depreciation and amortisation	6.	1,475,608	1,521,513
Depreciation - RoUA	12.	1,715,892	1,767,823
(Profit) Loss on Disposal of Assets	12.	(291,887)	456,594
Impairment of Assets			
Interest received - investments	2.	(2,189,114)	(2,085,783)
Finance costs	5.	378,402	1,054,639
Grants Amortised	13.	(1,332,640)	(436,416)
Changes in working capital:			
Decrease/(Increase) in Receivables	8.	(328,265)	(149,802)
(Decrease)/Increase in Payables	15.	9,663,840	338,606
(Decrease)/Increase in Employee Benefit	14.	75,272	738,970
Decrease/(Increase) in Inventories	9.	(936,490)	(83,602)
Cash generated from operations		18,884,292	11,578,245
Net Cash Inflow From Operating Activities		18,884,292	11,578,245
Investing Activities			
Interest income	2.	2,189,114	2,085,783
Payments for the purchase of property, plant and equipment	6.	(10,679,265)	(6,303,571)
Proceeds from sale of leased assets	12.	397,623	-
Lease asset adjustments resulting from change in lease payments	12.	(170,908)	
Net Cash Outflow on Investing Activities		(8,263,436)	(4,217,788)
Financing Activities			
Finance costs	5.	(378,402)	(1,054,639)
Revenue Grants Received	13.	1,332,640	436,416
Proceeds from Borrowings	11.	-	5,797,303
Repayment of Borrowings	11.	(2,988,941)	(1,664,848)
Capitalised Interest on Qualifying Assets	11.	1,129,480	
Repayment of Lease Liabilities	12.	(3,635,543)	(3,642,462)
Lease liability adjustments resulting from change in lease payments	12.	552,999	1,350,806
Net Cash Outflow on Financing		(3,987,766)	1,222,575
Net Increase in Cash and Cash Equivalents		6,633,090	8,583,033
Cash and Cash Equivalents at start of period		29,926,370	21,343,337
Cash and Cash Equivalents at end of period		36,559,460	29,926,370
Represented By:			
Cash at Bank and in Hand		13,059,460	9,926,370
Short-Term Bank Deposits		23,500,000	20,000,000
		36,559,460	29,926,370

HEALTH PROFESSIONS COUNCIL OF ZAMBIA**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2021****STATEMENT OF FINANCIAL POSITION**
Amounts in Zambian Kwacha (ZMW)

	Note(s)	31 December 2021	31 December 2020
<u>Assets</u>			
Non-Current Assets			
Property Plant and Equipment	6.	25,921,139	16,717,482
Right-of-Use Assets	7.	2,730,557	4,723,093
Total Non-Current Assets		28,651,696	21,440,575
Current Assets			
Trade and Other Receivables	8.	3,936,353	3,608,088
Inventories	9.	1,020,092	83,602
Cash and Cash Equivalents	10.	36,559,460	29,926,370
Total Current Assets		41,515,905	33,618,060
Total Assets		70,167,601	55,058,635
<u>Equity and Liabilities</u>			
Capital and Reserves			
Accumulated Earnings		20,012,700	8,949,914
Total Equity		20,012,700	8,949,914
Non-Current Liabilities			
Borrowings	11.	4,138,075	5,997,536
Lease Liabilities	12.	1,051,572	2,642,142
Total Non-Current Liabilities		5,189,647	8,639,678
Current Liabilities			
Lease Liabilities	12.	405,813	2,648,716
Employee Benefits	14.	1,517,973	1,442,701
Trade and Other Payables	15.	43,041,468	33,377,626
Total Current Liabilities		44,965,254	37,469,043
Total Equity and Liabilities		70,167,601	55,058,635

The financial statements were approved by the Council Members on 23/09/2022 and signed on its behalf by:

Chairperson: Registrar: 

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES*Amounts in Zambian Kwacha (ZMW)*

Significant accounting policies adopted in the preparation of the financial statements are set out below:

1. Basis of Preparation

The financial statements for the period ended 31st December 2021 are prepared on a going concern basis and in accordance with *International Financial Reporting Standards* issued by the International Accounting Standards Board (“IASB”) and interpretations issued by the *International Financial Reporting Interpretations Committee (“IFRIC”)* of the IASB, and the *Health Professions Act No. 24 of 2009*. The financial statements have been prepared under the historical cost convention, as modified by the available-for-sale financial assets. Historical cost is generally based on the fair value of the consideration given in exchange for assets.

2. Statement of Compliance

The financial statements have been prepared in accordance with *International Financial Reporting Standards*.

3. Adoption of New and Revised International Financial Reporting Standards (“IFRSs”)

The following provides high level summary of the new and revised IFRS that are effective for 2021 and beyond. Specifically, this section covers the following:

An overview of the amendments to IFRS that are mandatorily effective for the year ending 31st December 2021; and

An overview of new and revised IFRS that are not yet mandatorily effective (but allow early application) for the year ending 31st December 2021.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

(a) Amendments to IFRS that are mandatorily effective for annual periods beginning on or after 1 January 2021

Standard	Details	Effective Date	Applicable
Interest Rate Benchmark Reform — Phase 2 (Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16)	Interbank offered rates (IBORs) are interest reference rates, such as LIBOR, EURIBOR and TIBOR, that represent the cost of obtaining unsecured funding, in a particular combination of currency and maturity and in a particular interbank term lending market. The changes in Interest Rate Benchmark Reform — Phase 2 (Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16) relate to the modification of financial assets, financial liabilities and lease liabilities, specific hedge accounting requirements, and disclosure requirements applying IFRS 7 to accompany the amendments regarding modifications and hedge accounting. • Modification of financial assets, financial liabilities and lease liabilities. The IASB introduces a practical expedient for modifications required by the reform (modifications required as a direct consequence of the IBOR reform and made on an economically equivalent basis). These modifications are accounted for by updating the effective interest rate. All other modifications are accounted for using the current IFRS requirements. A similar practical expedient is proposed for lessee accounting applying IFRS 16. • Hedge accounting requirements. Under the amendments, hedge accounting is not discontinued solely because of the IBOR reform. Hedging relationships (and related documentation) must be amended to reflect modifications to the hedged item, hedging instrument and hedged risk. Amended hedging relationships should meet all qualifying criteria to apply hedge accounting, including effectiveness requirements. • Disclosures. In order to allow users to understand the nature and extent of risks arising from the IBOR reform to which the entity is exposed to and	1 January 2021	No

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

Standard	Details	Effective Date	Applicable
	how the entity manages those risks as well as the entity's progress in transitioning from IBORs to alternative benchmark rates, and how the entity is managing this transition, the amendments require that an entity discloses information about ○ how the transition from interest rate benchmarks to alternative benchmark rates is managed, the progress made at the reporting date, and the risks arising from the transition; ○ quantitative information about non-derivative financial assets, non-derivative financial liabilities and derivatives that continue to reference interest rate benchmarks subject to the reform, disaggregated by significant interest rate benchmark; ○ to the extent that the IBOR reform has resulted in changes to an entity's risk management strategy, a description of these changes and how is the entity managing those risks.		
Covid-19-Related Rent Concessions Amendment to IFRS 16	In May 2020, the IASB issued Covid-19-Related Rent Concessions (Amendment to IFRS 16) that provides practical relief to lessees in accounting for rent concessions occurring as a direct consequence of COVID-19, by introducing a practical expedient to IFRS 16. The practical expedient permits a lessee to elect not to assess whether a COVID-19-related rent concession is a lease modification. A lessee that makes this election shall account for any change in lease payments resulting from the COVID-19-related rent concession the same way it would account for the change applying IFRS 16 if the change were not a lease modification. The practical expedient applies only to rent concessions occurring as a direct consequence of COVID-19 and only if all of the following conditions are met:	1 January 2021	No

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

Standard	Details	Effective Date	Applicable
	- The change in lease payments results in revised consideration for the lease that is substantially the same as, or less than, the consideration for the lease immediately preceding the change; - Any reduction in lease payments affects only payments originally due on or before 30 June 2021 (a rent concession meets this condition if it results in reduced lease payments on or before 30 June 2021 and increased lease payments that extend beyond 30 June 2021); and - There is no substantive change to other terms and conditions of the lease.		

- (b) New and revised IFRSs that are not mandatorily effective (but allow early application) for the year ending 31 December 2021.

Below is the list of new and revised IFRSs that are not yet mandatorily effective (but allow application) for the year ending 31st December 2021.

Standard	Details	Effective Date	Early Adoption
IFRS 17 Insurance Contracts	IFRS 17 establishes the principles for the recognition, measurement, presentation and disclosure of insurance contracts and supersedes IFRS 4 Insurance Contracts. IFRS 17 outlines a general model, which is modified for insurance contracts with direct participation features, described as the variable fee approach. The general model is simplified if certain criteria are met by measuring the liability for remaining coverage using the premium allocation approach. The general model uses current assumptions to estimate the amount, timing and uncertainty of future cash flows and it explicitly measures the cost of that uncertainty. It takes into account market interest rates and the impact of policyholders' options and guarantees.	1 January 2023	No

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

Standard	Details	Effective Date	Early Adoption
	In June 2020, the IASB issued Amendments to IFRS 17 to address concerns and implementation challenges that were identified after IFRS 17 was published. The amendments defer the date of initial application of IFRS 17 (incorporating the amendments) to annual reporting periods beginning on or after 1 January 2023. At the same time, the IASB issued Extension of the Temporary Exemption from Applying IFRS 9 (Amendments to IFRS 4) that extends the fixed expiry date of the temporary exemption from applying IFRS 9 in IFRS 4 to annual reporting periods beginning on or after 1 January 2023. IFRS 17 must be applied retrospectively unless impracticable, in which case the modified retrospective approach or the fair value approach is applied. For the purpose of the transition requirements, the date of initial application is the start of the annual reporting period in which the entity first applies the Standard, and the transition date is the beginning of the period immediately preceding the date of initial application.		
Amendments to IFRS 10 Consolidated Financial Statements and IAS 28 Investments in Associates and Joint Ventures—Sale or Contribution of Assets between an Investor and its Associate or Joint Venture	The amendments to IFRS 10 and IAS 28 deal with situations where there is a sale or contribution of assets between an investor and its associate or joint venture. Specifically, the amendments state that gains or losses resulting from the loss of control of a subsidiary that does not contain a business in a transaction with an associate or a joint venture that is accounted for using the equity method, are recognised in the parent's profit or loss only to the extent of the unrelated investors' interests in that associate or joint venture. Similarly, gains and losses resulting from the remeasurement of investments retained in any former subsidiary (that has become an associate or a joint venture that is accounted for using the equity method) to fair value are recognised in the former parent's profit or loss only to the extent of the unrelated investors' interests in the new associate or joint venture.	Not set	No

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

Standard	Details	Effective Date	Early Adoption
	The effective date of the amendments has yet to be set by the Board; however, earlier application of the amendments is permitted. The directors of the Company anticipate that the application of these amendments may have an impact on the Group's consolidated financial statements in future periods should such transactions arise.		
Amendments to IAS 1 – Classification of Liabilities as Current or Non-current	The amendments to IAS 1 affect only the presentation of liabilities as current or non-current in the statement of financial position and not the amount or timing of recognition of any asset, liability, income or expenses, or the information disclosed about those items. The amendments clarify that the classification of liabilities as current or non-current is based on rights that are in existence at the end of the reporting period, specify that classification is unaffected by expectations about whether an entity will exercise its right to defer settlement of a liability, explain that rights are in existence if covenants are complied with at the end of the reporting period, and introduce a definition of 'settlement' to make clear that settlement refers to the transfer to the counterparty of cash, equity instruments, other assets or services.	1 January 2023	No
Amendments to IFRS 3 – Reference to the Conceptual Framework	The amendments update IFRS 3 so that it refers to the 2018 Conceptual Framework instead of the 1989 Framework. They also add to IFRS 3 a requirement that, for obligations within the scope of IAS 37, an acquirer applies IAS 37 to determine whether at the acquisition date a present obligation exists as a result of past events. For a levy that would be within the scope of IFRIC 21 Levies, the acquirer applies IFRIC 21 to determine whether the obligating event that gives rise to a liability to pay the levy has occurred by the acquisition date. Finally, the amendments add an explicit statement that an acquirer does not recognise contingent assets acquired in a business combination.	1 January 2022	No

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

Standard	Details	Effective Date	Early Adoption
Amendments to IAS 16 – Property, Plant and Equipment—Proceeds before Intended Use	The amendments prohibit deducting from the cost of an item of property, plant and equipment any proceeds from selling items produced before that asset is available for use, i.e. proceeds while bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management. Consequently, an entity recognises such sales proceeds and related costs in profit or loss. The entity measures the cost of those items in accordance with IAS 2 Inventories. The amendments also clarify the meaning of ‘testing whether an asset is functioning properly’. IAS 16 now specifies this as assessing whether the technical and physical performance of the asset is such that it is capable of being used in the production or supply of goods or services, for rental to others, or for administrative purposes. If not presented separately in the statement of comprehensive income, the financial statements shall disclose the amounts of proceeds and cost included in profit or loss that relate to items produced that are not an output of the entity’s ordinary activities, and which line item(s) in the statement of comprehensive income include(s) such proceeds and cost. The amendments are applied retrospectively, but only to items of property, plant and equipment that are brought to the location and condition necessary for them to be capable of operating in the manner intended by management on or after the beginning of the earliest period presented in the financial statements in which the entity first applies the amendments. The entity shall recognise the cumulative effect of initially applying the amendments as an adjustment to the opening balance of retained earnings (or other component of equity, as appropriate) at the beginning of that earliest period presented.	1 January 2022	No
Amendments to IAS 37	The amendments specify that the ‘cost of fulfilling’ a contract comprises the ‘costs that relate directly to the	1 January 2022	No

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

Standard	Details	Effective Date	Early Adoption
Provisions, Contingent Liabilities and Contingent Assets—Onerous Contracts—Cost of Fulfilling a Contract	contract'. Costs that relate directly to a contract consist of both the incremental costs of fulfilling that contract (examples would be direct labour or materials) and an allocation of other costs that relate directly to fulfilling contracts (an example would be the allocation of the depreciation charge for an item of property, plant and equipment used in fulfilling the contract). The amendments apply to contracts for which the entity has not yet fulfilled all its obligations at the beginning of the annual reporting period in which the entity first applies the amendments. Comparatives are not restated. Instead, the entity shall recognise the cumulative effect of initially applying the amendments as an adjustment to the opening balance of retained earnings or other component of equity, as appropriate, at the date of initial application.		
Annual Improvements to IFRS Standards 2018-2020—Amendments to IFRS 1 First-time Adoption of International Financial Reporting Standards, IFRS 9 Financial Instruments, IFRS 16 Leases, and IAS 41 Agriculture	<u>IFRS 1 First-time Adoption of International Financial Reporting Standards</u> The amendment provides additional relief to a subsidiary which becomes a first-time adopter later than its parent in respect of accounting for cumulative translation differences. As a result of the amendment, a subsidiary that uses the exemption in IFRS 1:D16(a) can now also elect to measure cumulative translation differences for all foreign operations at the carrying amount that would be included in the parent's consolidated financial statements, based on the parent's date of transition to IFRS Standards, if no adjustments were made for consolidation procedures and for the effects of the business combination in which the parent acquired the subsidiary. A similar election is available to an associate or joint venture that uses the exemption in IFRS 1:D16(a).	1 January 2022	No
	<u>IFRS 9 Financial Instruments</u> The amendment clarifies that in applying the '10 per cent' test to assess whether to derecognise a financial liability, an entity includes only fees paid or received	1 January 2022	No

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

Standard	Details	Effective Date	Early Adoption
	between the entity (the borrower) and the lender, including fees paid or received by either the entity or the lender on the other's behalf. The amendment is applied prospectively to modifications and exchanges that occur on or after the date the entity first applies the amendment.		
	<u>IFRS 16 Leases</u> The amendment removes the illustration of the reimbursement of leasehold improvements. As the amendment to IFRS 16 only regards an illustrative example, no effective date is stated.	NA	No
	<u>IAS 41 Agriculture</u> The amendment removes the requirement in IAS 41 for entities to exclude cash flows for taxation when measuring fair value. This aligns the fair value measurement in IAS 41 with the requirements of IFRS 13 Fair Value Measurement to use internally consistent cash flows and discount rates and enables preparers to determine whether to use pretax or post-tax cash flows and discount rates for the most appropriate fair value measurement. The amendment is applied prospectively, i.e. for fair value measurements on or after the date an entity initially applies the amendment.	1 January 2022	No
Amendments to IAS 1 Presentation of Financial Statements and IFRS Practice Statement 2 Making Materiality Judgements—Disclosure of Accounting Policies	The amendments change the requirements in IAS 1 with regard to disclosure of accounting policies. The amendments replace all instances of the term 'significant accounting policies' with 'material accounting policy information'. Accounting policy information is material if, when considered together with other information included in an entity's financial statements, it can reasonably be expected to influence decisions that the primary users of general-purpose financial statements make on the basis of those financial statements. The supporting paragraphs in IAS 1 are also amended to clarify that accounting policy information that relates to immaterial transactions, other events or	1 January 2023	No

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

Standard	Details	Effective Date	Early Adoption
	conditions is immaterial and need not be disclosed. Accounting policy information may be material because of the nature of the related transactions, other events or conditions, even if the amounts are immaterial. However, not all accounting policy information relating to material transactions, other events or conditions is itself material. The Board has also developed guidance and examples to explain and demonstrate the application of the ‘four-step materiality process’ described in IFRS Practice Statement 2.		
Amendments to IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors—Definition of Accounting Estimates	The amendments replace the definition of a change in accounting estimates with a definition of accounting estimates. Under the new definition, accounting estimates are “monetary amounts in financial statements that are subject to measurement uncertainty”. The definition of a change in accounting estimates was deleted. However, the Board retained the concept of changes in accounting estimates in the Standard with the following clarifications: • A change in accounting estimate that results from new information or new developments is not the correction of an error • The effects of a change in an input or a measurement technique used to develop an accounting estimate are changes in accounting estimates if they do not result from the correction of prior period errors	1 January 2023	No
Amendments to IAS 12 Income Taxes—Deferred Tax related to Assets and Liabilities arising from a Single Transaction	The amendments introduce a further exception from the initial recognition exemption. Under the amendments, an entity does not apply the initial recognition exemption for transactions that give rise to equal taxable and deductible temporary differences. Depending on the applicable tax law, equal taxable and deductible temporary differences may arise on initial recognition of an asset and liability in a transaction that is not a business combination and	1 January 2023	No

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued*

Amounts in Zambian Kwacha (ZMW)

Standard	Details	Effective Date	Early Adoption
	affects neither accounting nor taxable profit. For example, this may arise upon recognition of a lease liability and the corresponding right-of-use asset applying IFRS 16 at the commencement date of a lease. Following the amendments to IAS 12, an entity is required to recognise the related deferred tax asset and liability, with the recognition of any deferred tax asset being subject to the recoverability criteria in IAS 12. The amendments apply to transactions that occur on or after the beginning of the earliest comparative period presented. In addition, at the beginning of the earliest comparative period an entity recognises: • A deferred tax asset (to the extent that it is probable that taxable profit will be available against which the deductible temporary difference can be utilised) and a deferred tax liability for all deductible and taxable temporary differences associated with: ○ Right-of-use assets and lease liabilities ○ Decommissioning, restoration and similar liabilities and the corresponding amounts recognised as part of the cost of the related asset • The cumulative effect of initially applying the amendments as an adjustment to the opening balance of retained earnings (or other component of equity, as appropriate) at that date		

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)***4. Foreign Currencies**

In preparing its financial statements, the Council's foreign currency transactions are recognised at the rates of exchange prevailing at the dates of the transactions. At the end of each reporting period, monetary items denominated in foreign currencies are retranslated at the rates prevailing at that date. Non-monetary items carried at fair value that are denominated in foreign currencies are retranslated at the rates prevailing at the date when the fair value was determined. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated. Exchange differences are recognised in profit or loss.

5. Property, Plant and Equipment**(a) Leased Assets**

Leased assets are depreciated over the shorter of the lease term and their useful lives unless it is reasonably certain that the organisation will obtain ownership by the end of the lease term.

(b) Owned Assets

Items of property, plant and equipment are stated at cost, as deemed cost, less accumulated depreciation (see (b) below) and impairment losses (see (d)). The cost of property, plant and equipment comprises its purchase price and any costs directly attributable to bringing it into working condition for its intended use.

(c) Depreciation

Depreciation is charged to the income statement on a straight-line basis over the estimated useful lives of each part of an item of property, plant and machinery as follows:

(i).	Computer Equipment	<i>5 years</i>
(ii).	Furniture & Fittings	<i>5 years</i>
(iii).	Motor Vehicles	<i>4 years</i>
(iv).	Office Equipment	<i>5 years</i>
(v).	Buildings	<i>50 years</i>

Where the carrying amount of an asset is greater than its estimated recoverable amount, it is written down immediately to its recoverable amount. Gains and losses on disposal of property and equipment are determined by comparing proceeds with carrying amount and are included in the income statement.

(d) De-recognition

An item of property, plant and equipment is de-recognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on de-recognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the item) is included in the income statement in the period the item is de-recognised.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)***(e) Impairment**

At each reporting date, the Council assesses whether there is any indication that an asset may be impaired. Where an indicator of impairment exists, the Council makes a formal estimate of recoverable amount. Where the carrying amount of an asset exceeds its recoverable amount the asset is considered impaired and is written down to its recoverable amount. Recoverable amount is the higher of an asset's or cash-generating unit's fair value less costs to sell and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation, if no impairment loss had been recognised.

(f) Borrowing Costs

Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale. Investment income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets is deducted from the borrowing costs eligible for capitalisation. All other borrowing costs are recognised in profit or loss in the period in which they are incurred.

6. Leases

The Council assesses whether a contract is or contains a lease, at inception of the contract. The Council recognises a right-of-use asset and a corresponding lease liability with respect to all lease arrangements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets (such as tablets and personal computers, small items of office furniture and telephones). For these leases, the Council recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased assets are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Council uses its incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise:

- (i).** Fixed lease payments (including in-substance fixed payments), less any lease incentives receivable;
- (ii).** Variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

- (iii). The amount expected to be payable by the lessee under residual value guarantees;
- (iv). The exercise price of purchase options, if the lessee is reasonably certain to exercise the options; and
- (v). Payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The lease liability is presented as a separate line in the consolidated statement of financial position. The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect the lease payments made.

The Council re-measures the lease liability (and makes a corresponding adjustment to the related right-of-use asset) whenever:

- (i). The lease term has changed or there is a significant event or change in circumstances resulting in a change in the assessment of exercise of a purchase option, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.
- (ii). The lease payments change due to changes in an index or rate or a change in expected payment under a guaranteed residual value, in which cases the lease liability is remeasured by discounting the revised lease payments using an unchanged discount rate (unless the lease payments change is due to a change in a floating interest rate, in which case a revised discount rate is used).
- (iii). A lease contract is modified and the lease modification is not accounted for as a separate lease, in which case the lease liability is remeasured based on the lease term of the modified lease by discounting the revised lease payments using a revised discount rate at the effective date of the modification.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day, less any lease incentives received and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)***7. Financial Instruments****(a) Financial Assets**

The Council's financial assets are classified into the following specified categories: '*Available for sale*', '*cash and equivalents*' and '*receivables*'. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

(i). *Cash and Cash Equivalents*

Cash and cash equivalents in the balance sheet comprise cash at bank and in hand and short-term deposits. Bank overdrafts that are repayable on demand and form an integral part of the Council's cash management are included as a component of cash and cash equivalents for the purpose of the statement of cash flows. The Council maintains its bank accounts with major banks in Zambia of high credit standing.

(ii). *Receivables*

Accounts receivable and other assets include amounts due from customers, accrued income and prepaid expenses. Receivables are stated in the balance sheet at original invoice amount less an allowance for any uncollectible amounts. An estimate for doubtful debts is made when collection of the full amount is no longer probable. Bad debts are written off when identified. All other accounts receivable and other assets are carried at net realisable value, which approximates fair value.

(iii). *Impairment*

Financial assets are considered to be impaired when there is objective evidence that, as a result of one or more events that occurred after the initial recognition, the estimated future cash flows of the investment have been affected. Trade receivables are assessed for impairment on an individual basis. Objective evidence of impairment for a portfolio of receivables could include the Council's past experience of collecting payments, an increase in the number of delayed payments, as well as observable changes in national or local economic conditions that correlate with default on receivables.

(iv). *De-recognition*

The Council derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)***(b) Financial Liabilities****(i). Measurement**

Financial liabilities are classified according to the substance of the contractual arrangements entered into. Other payables and amounts due to related parties are stated at their nominal value. Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs.

Other financial liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

(ii). De-recognition

The Council derecognises financial liabilities when, and only when, the Council's obligations are discharged, cancelled or they expire.

(iii). Payables

Payables are stated at cost.

(iv). Provisions

Provisions are recognised when the Council has a present obligation (legal or constructive) as a result of a past event, it is probable that the Council will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

(v). Interest Bearing Borrowings

Interest-bearing borrowings are recognised initially at fair value less attributable transaction costs. Subsequent to initial recognition, interest-bearing borrowings are stated at amortised cost with any difference between cost and redemption value being recognised in the income statement over the period of the borrowings on an effective interest basis.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)***(vi). Employee Benefits**

- *Retirement Benefit Obligations* - The Organisation and all its employees contribute to the National Pension Scheme Authority (“NAPSA”), which is a defined contribution social security scheme. Contributions to NAPSA are recognised as an expense when employees have rendered service entitling them to the contributions.
- *Other Entitlements* - The estimated monetary liability for employees’ accrued gratuity pay entitlement at the reporting date is recognised as an expense accrual.

(c) Contingent Liabilities

Contingent liabilities are initially measured at fair value. At the end of subsequent reporting periods, such contingent liabilities are measured at the higher of the amount that would be recognised in accordance with *IAS 37 Provisions, Contingent Liabilities and Contingent Assets* and the amount initially recognised less cumulative amortisation recognised in accordance with *IFRS 15 Revenue from Contracts with Customers*.

(d) Offsetting

Financial assets and liabilities are offset, and the net amount reported in the balance sheet when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously.

(e) Financial Risk Management

The Council’s activities expose it to a variety of financial risks. The most important types of risk are currency risk, credit risk, liquidity risk, market risk and other operational risk. Policies and exposures on risks and financial instruments are discussed in the notes to the financial statements.

(f) Fair Values of Financial Assets and Liabilities

The carrying amounts of financial assets and liabilities are representative of the Council’s position at 31st December 2021 and are in the opinion of the Members not significantly different from their respective fair values due to generally short periods to maturity dates.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)***8. Revenue****Sale of Goods**

Revenue from the sale of goods is recognised when all the following conditions have been satisfied:

- (i). the Council has transferred to the buyer the significant risks and rewards of ownership of the goods;
- (ii). the Council retains neither continuing managerial involvement to the degree usually associated with ownership nor effective control over the goods sold;
- (iii). the amount of revenue can be measured reliably;
- (iv). it is probable that the economic benefits associated with the transaction will flow to the Council; and
- (v). the costs incurred or to be incurred in respect of the transaction can be measured reliably.

Rendering of Services

When the outcome of a transaction involving the rendering of services can be estimated reliably, revenue associated with the transaction is recognised by reference to the stage of completion of the transaction at the end of the reporting period. The outcome of a transaction can be estimated reliably when all the following conditions are satisfied:

- (i). the amount of revenue can be measured reliably;
- (ii). it is probable that the economic benefits associated with the transaction will flow to the Council;
- (iii). the stage of completion of the transaction at the end of the reporting period can be measured reliably; and
- (iv). the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

When the outcome of the transaction involving the rendering of services cannot be estimated reliably, revenue shall be recognised only to the extent of the expenses recognised that are recoverable.

When reliable information is obtained in subsequent periods that fee income shall be received on fees receivable in the year under review, the Council will recognise revenue and shall recognise a receivable balance in the Statement of Financial Position.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)*

Unidentified or unknown deposits shall be recognised as income received in advance until such a time that an individual Health Professional or Practitioner is identified.

Unidentified or unknown deposits which are older than one year which cannot be traced to individual Health Professionals and Practitioners shall be recognised as Annual Fees.

Revenue is measured at the fair value of the consideration received or receivable and represents the amounts receivable for goods and services provided in the normal course of business, net of trade discounts and volume rebates, and value added tax.

Interest is recognised, in profit or loss, using the effective interest rate method.

9. Expenditures**(a) Financing Expenses****(i) Operating Lease Payments**

Operating lease payments is recognised in the income statement over the period of the contract.

(ii) Net Financing Costs

Net financing costs comprise interest payable on borrowings calculated using the effective interest rate method.

(b) Administrative Expenses

Operating and administrative costs are accrued as incurred.

10. Critical Judgements in Applying Accounting Policies and Key Sources of Estimation Uncertainty**(a) Areas of judgement that have the most significant effect on the amounts recognised in the financial statements are:**

- (i).* Review of asset carrying values
- (ii).* Estimation of asset lives
- (iii).* Determination of fair values of non-current assets
- (iv).* Provisions and contingencies.

(b) Key sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next period are:

- 1. Review of asset carrying values and impairment charges and reversals
- 2. Contingencies

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *Continued**Amounts in Zambian Kwacha (ZMW)***11. Comparatives**

Where necessary, corresponding figures have been reclassified to conform to changes in the presentation of the current period. No restatements and the respective disclosures were required in line with *IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors*.

HEALTH PROFESSIONS COUNCIL OF ZAMBIAANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**NOTES TO THE FINANCIAL STATEMENTS***Amounts in Zambian Kwacha (ZMW)*

	31 December 2021	31 December 2020
1. Fee Income		
Subscriptions	22,350.00	-
Registration fees	9,741,399	10,013,684
Annual Fees and Renewals	36,678,577	35,641,549
Student Indexing	1,036,000	1,125,520
Accreditation Fees	491,610	359,780
Training	4,281,735	4,734,846
Miscellaneous	558,569	557,305
	52,810,240	52,432,684
Less: Refunds	247,142	160,646
Net Fee Income	52,563,098	52,272,038
2. Other Income		
Rental Income	-	48,000
Sale of Goods		
Laboratory Coats	1,023,000	149,210
Patients' Rights Charter	10,000	
Professional Code of Conduct Booklets	205,000	207,825
National Health Care Standards Booklets	32,300	5,100
Grants (Refer to Note 13):		
- Revenue	1,332,640	436,416
Profit on Disposal of Assets	291,887	(456,594)
Interest Received:		
- Financial Institutions	2,189,114	2,085,783
- Staff Loans	667	945
	5,084,608	2,476,685

HEALTH PROFESSIONS COUNCIL OF ZAMBIAANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**NOTES TO THE FINANCIAL STATEMENTS** *Continued**Amounts in Zambian Kwacha (ZMW)*

	31 December 2021	31 December 2020
3. Cost of Goods Sold		
Professional Code of Ethics booklets and Guidelines	135,895	76,611
Patients' Rights Charter	2,494	-
Metallic Badges	-	133,785
Laboratory Coats	906,086	113,035
National Health Care Standards	20,349	3,213
	1,064,824	326,644
4. Operating Expenditure		
Operating Expenditure	46,615,630	45,238,381
<i>Operating Expenditure are charged to surplus or deficit and include:</i>		
Depreciation	1,475,608	1,521,513
Employee Costs	28,491,990	28,221,492
Registration, Compliance and Fee Related Expenses	5,210,315	5,379,528
Advertising and Publication Expenses	490,718	621,822
Audit Fees	98,911	96,424
Council meeting expenses	1,830,873	1,526,038
Regional Office Expenses	15,000	(1,500)
Seminars, Workshops and Conferences	-	37,051
Repairs and Maintenance	861,810	712,229
Administration expenses are detailed in Appendix I.		
5. Finance Costs		
Bank	-	-
Borrowings	1,129,480	553,088
Lease Liabilities	378,402	1,054,639
	1,507,882	1,607,727
Less: Borrowing Costs included in the cost of Qualifying Assets	(1,129,480)	(553,088)
	378,402	1,054,639

Borrowing costs included in the cost of qualifying assets during the year arose on the Construction loan obtained from Zambia National Commercial Bank PLC (refer to Note 10).

HEALTH PROFESSIONS COUNCIL OF ZAMBIA

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

NOTES TO THE FINANCIAL STATEMENTS *Continued*

Amounts are stated in *Zambian Kwacha (ZMW)*

6. Property Plant and Equipment

	<i>Useful Life</i>	31 December 2021	31 December 2020
<i>Carrying Amounts of:</i>			
Leasehold Land & buildings	50 years	1,470,027	1,312,237
Motor vehicles	4 years	380,400	456,166
Office furniture & equipment	5 years	1,707,890	2,077,615
Capital work in progress	NA	22,362,822	12,871,464
		25,921,139	16,717,482

	Leasehold Land & buildings	Motor vehicles	Office furniture & equipment	Capital work in progress	Total
<i>Cost or Valuation</i>					
Balance as at 31 December 2019	2,025,494	3,098,010	5,582,414	6,659,822	17,365,740
Additions	-	-	91,929	6,211,642	6,303,571
Disposals	(713,257)	-	-	-	(713,257)
Balance as at 31 December 2020	1,312,237	3,098,010	5,674,343	12,871,464	22,956,054
Additions	157,790	469,300	560,817	9,491,358	10,679,265
Balance as at 31 December 2021	1,470,027	3,567,310	6,235,160	22,362,822	33,635,319

<i>Accumulated Depreciation and Impairment</i>					
Balance as at 31 December 2019	256,663	2,003,217	2,713,842	-	4,973,722
Depreciation Charge for the Year	-	914,588	882,886	-	1,797,474
Impairment	(256,663)	-	-	-	(256,663)
Eliminated on Disposal	-	(275,961)	-	-	(275,961)
Balance as at 31 December 2020	-	2,641,844	3,596,728	-	6,238,572
Depreciation Charge for the Year	-	545,066	930,542	-	1,475,608
Balance as at 31 December 2021	-	3,186,910	4,527,270	-	7,714,180

Carrying amount as at 31 December 2021	1,470,027	380,400	1,707,890	22,362,822	25,921,139
Carrying amount as at 31 December 2020	1,312,237	456,166	2,077,615	12,871,464	16,717,482

Capital Work in Progress Not Reclassified

The New Head Office Block at Plot. No. 6640, Mberere Road, Lusaka was occupied in the third quarter of 2021. However, the construction costs have remained classified as Capital Work in Progress until such a time that it is deemed free of faults and officially commissioned with the issuance of the completion certificate.

Assets Pledged as Security

The following assets are encumbered and are pledged as security for borrowings and lease obligations.

	Details	2021	2020	Type of Encumbrance
Property				
Buildings	Plot No. 6640 Mberere Road	157,790	1,312,237	Construction Loan
Capital Work in Progress	Olympia Extension	22,362,822	12,871,464	

HEALTH PROFESSIONS COUNCIL OF ZAMBIA

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

NOTES TO THE FINANCIAL STATEMENTS *Continued*

Amounts are stated in *Zambian Kwacha (ZMW)*

7. Right-of-Use Assets

	<i>Useful Life</i>	31 December 2021	31 December 2020
<i>Carrying Amounts of:</i>			
Motor Vehicles	<i>4 years</i>	868,787	2,069,824
Office Buildings	<i>10 years</i>	1,861,770	2,653,269
		2,730,557	4,723,093

	Motor Vehicles	Office Buildings	Total
<i>Cost or Valuation</i>			
Balance as at 31 December 2019	4,418,034	-	4,418,034
Additions	-	5,306,537	5,306,537
Balance as at 31 December 2020	4,418,034	5,306,537	9,724,571
Disposals	(441,803)	-	(441,803)
Adjustments resulting from lease changes	-	(341,817)	(341,817)
Balance as at 31 December 2021	3,976,231	4,964,720	8,940,951
<i>Accumulated Depreciation and Impairment</i>			
Balance as at 31 December 2019	1,243,704	-	1,243,704
Depreciation Charge for the Year	1,104,506	2,653,268	3,757,774
Balance as at 31 December 2020	2,348,210	2,653,268	5,001,478
Depreciation Charge for the Year	1,095,301	620,591	1,715,892
Impairment	-	-	-
Eliminated on Disposal	(336,067)	-	(336,067)
Adjustments resulting from lease changes		(170,909)	(170,909)
Balance as at 31 December 2021	3,107,444	3,102,950	6,210,394
Carrying amount as at 31 December 2021	868,787	1,861,770	2,730,557
Carrying amount as at 31 December 2020	2,069,824	2,653,269	4,723,093

Assets Pledged as Security

The following assets are encumbered and are pledged as security for borrowings and lease obligations.

	Details	2021	2020	Type of Encumbrance
Motor Vehicles	11 Toyota Hilux	868,787	2,069,824	Lease Obligation

HEALTH PROFESSIONS COUNCIL OF ZAMBIA**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021****NOTES TO THE FINANCIAL STATEMENTS** *Continued**Amounts are stated in Zambian Kwacha (ZMW)*

	31 December 2021	31 December 2020
8. Trade and Other Receivables		
(8.1) Trade receivables		
Annual Fees	198,749	187,089
ART Sites	492,640	492,640
Examination Health Facilities Fees	622,210	622,210
Goods Customers	-	214,038
PMEC - Practitioners	-	745,002
Training Programmes Institutions	314,245	314,245
	1,627,844	2,575,224
(a) Analysis of Receivables		
Gross Amounts Receivable	1,627,844	2,575,224
Less: Impairment Provision	-	-
	1,627,844	2,575,224
(b) Movement in Impairment Provision		
At the beginning of the Period	-	-
Charge for the Period	-	-
Written off during the Period	-	-
At the End of the Period	-	-
(c) Net Credit Customer Balances are Summarised as follows:		
Neither past due nor impaired	1,627,844	2,575,224
Past due but not impaired	-	-
Impaired	-	-
Gross	1,627,844	2,575,224
Less: allowance for impairment	-	-
Net	1,627,844	2,575,224

The Council does not provide credit terms to Health Professionals and Practitioners. Fee income receivable consists of fee income attributable to the year under review and with reasonable information is deemed to be received in the subsequent period.

NOTES TO THE FINANCIAL STATEMENTS *Continued**Amounts are stated in Zambian Kwacha (ZMW)*

	31 December 2021	31 December 2020
(8.2) Sundry Receivables		
Imprest	121,301	28,908
Insurance Write offs Receivables	397,623	
Interest Receivable	289,812	332,886
Prepaid Expenses	505,272	199,805
Sundry Receivables	453	453
Staff Receivables		
Loans and Advances	994,048	470,812
	2,308,509	1,032,864
Total Trade and Other Receivables	3,936,353	3,608,088
9. Inventories		
Goods for sale	1,020,092	83,602
Inventories consist of the following for resale:		
• Professional Code of Ethics booklets and Guidelines		
• Metallic Badges		
• Laboratory Coats		
• National Health Care Standards		
Analysis of Inventories:		
Opening balance	83,602	-
Purchases during the year	2,001,314	410,246
Transferred to Cost of sales	(1,064,824)	(326,644)
Closing balance for the year	1,020,092	83,602

NOTES TO THE FINANCIAL STATEMENTS *Continued**Amounts are stated in Zambian Kwacha (ZMW)*

	31 December 2021	31 December 2020
10. Cash and Cash Equivalents		
(a) Bank Balances		
<u>Held with Barclays Bank Limited</u>		
Barclays Bank Zambia Limited		
Current	2,275,126	417,664
Grants	358,871	100
Revolving Fund	73,844	824
Stanbic Bank Zambia Limited		
Lusaka	7,343,606	8,939,365
Ndola Hub	420	20,345
Livingstone Hub	790	1,599
ZANACO	3,007,026	544,571
	13,059,683	9,924,468
(b) Cash Balances		
Cash on Hand	(223)	1,902
(c) Bank Deposits		
Investments	23,500,000	20,000,000
	23,500,000	20,000,000
Net Cash and Cash Equivalents	36,559,460	29,926,370

In the statement of cash flows, cash and cash equivalents includes cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts.

NOTES TO THE FINANCIAL STATEMENTS *Continued*
Amounts are stated in Zambian Kwacha (ZMW)

	31 December 2021	31 December 2020
11. Borrowings		
<u>Secured Borrowings at Amortised Cost:</u>		
Zanaco - Construction Loan	4,138,075	5,997,536
Non-current	4,138,075	5,997,536
Current	-	-
<u>Analysis of Borrowings:</u>		
Opening balance	5,997,536	1,311,994
Drawdown	-	5,797,303
Repayments	(2,988,941)	(1,664,848)
Interest payments	1,129,480	553,088
Closing balance	4,138,075	5,997,536

Borrowings consists of a secured medium-term loan facility for ZMW14,320,000 granted for construction of an office block on Stand No. is 6640 Mberere Road Olympia Extension Lusaka. The loan is provided by Zambia National Commercial Bank PLC ("ZANACO").

The Council will contribute 30% towards the total construction cost. The total construction cost is ZMW20,453,942 of which 30%, the Council's contribution, is ZMW6,136,182.60. The loan facility is on a drawdown basis with interest being charged on the monthly accumulated balance.

For the year under review interest was charged at an effective interest rate of 23% (2020: 23%)

NOTES TO THE FINANCIAL STATEMENTS *Continued*Amounts are stated in *Zambian Kwacha (ZMW)*

	31 December 2021	31 December 2020
12. Lease Liabilities		
a) Lease Obligation		
Lease Obligation	1,457,385	5,290,858
Lease Liabilities comprise of:		
Vehicles under Finance Lease	-	1,849,018
Leased office buildings	1,457,385	3,441,840
	1,457,385	5,290,858
Opening Balance	5,290,858	3,468,210
Additions	-	4,410,471
Lease Payments	(3,635,543)	(3,642,462)
Finance Charges	378,402	1,054,639
Adjustments Resulting from Lease Changes	(576,332)	-
Closing Balance	1,457,385	5,290,858
Maturity Analysis		
Year 1	764,373	3,378,249
Year 2	410,837	882,693
Year 3	426,454	908,829
Onwards	-	923,382
	1,601,664	6,093,154
Less: Future Interest	144,279	802,296
Present Value of Lease Obligation	1,457,385	5,290,858
<u>Undiscounted Lease Payments analysed as:</u>		
Payable after 12 months	837,291	2,714,904
Payable in 12 months	764,373	3,378,249
Current Liability	405,813	2,648,716
Non-Current Liability	1,051,572	2,642,142

Vehicle Asset Finance

The Council leases 11 Hilux 2018 model motor vehicles from Stanbic Bank Zambia Limited. Interest is charged is linked to a margin of 13.25% per annum above the BOZ policy rate. For the year under review interest was charged at an effective interest rate of 23% (2020: 23%)

NOTES TO THE FINANCIAL STATEMENTS *Continued**Amounts are stated in Zambian Kwacha (ZMW)*

	31 December 2021	31 December 2020
--	---------------------	---------------------

The Council's obligations are secured by the lessors' title to the leased assets for such leases. Insurance payments are borne by the Council.

12. Lease Liabilities (Continued)Lease recognised under IFRS 16 Leases

The Council leases its physical office/hubs with lease terms of one to three years renewable every year. The Company has renewed the hub leases over 2 yearly cycles and expects to lease the buildings for another 5 years.

Lease rentals are at an average of ZMW1,029,805 per year.

b) Amounts Recognised in Profit or Loss

Finance Charges	378,402	1,054,639
------------------------	----------------	------------------

The lease obligation does not have variable lease payment terms.

13. Grants**(a) Summary of Revenue Grants**

Revenue Grants from Jhpiego	1,332,640	436,416
Amortisation of Capital Grants (Note 1 (c)(ii))	-	-
	1,332,640	436,416

Revenue Grants received are for the sole purpose of conducting the activities of the Council.

(b) Revenue Grants

Revenue grants represents a Fixed Amount Award (FAA) to support the further achievement of the purposes and results of the HRSA prime award by providing financial assistance to HPCZ in return for the Council's implementation of the activities and achieving the milestones as agreed with the grantor.

NOTES TO THE FINANCIAL STATEMENTS *Continued*
Amounts are stated in Zambian Kwacha (ZMW)

	31 December 2021	31 December 2020
--	---------------------	---------------------

The program Goal is to accelerate achievement of 95-95-95 treatment targets through increasing the capacity, coordination absorption and retention of health workers and provide services to people living with HIV, TB, and other infectious and chronic diseases in high-HIV prevalence areas.

13. Grants *(Continued)*

The program objectives include:

1. Increased regulatory councils and Zambia Ministry of Health capacities in Human Resources for Health (HRH) management through strengthened Human Resources Information System (HRIS) for decision making.
2. Increase the number and capacity of nurses and midwives to prescribe Antiretroviral Therapy (ART), manage and provide ongoing support for PLHIV and provide Pre-exposure Prophylaxis (PrEP) to HIV negative individuals.
3. Improve health care workers' HIV service delivery capacity through Continuing Professional Development (CPD) by building tele-mentoring platforms using technology in an HIV ECHO program.

The total award value amounts to USD74,472 payable upon meeting specific milestones.

(c) Movements in Deferred Revenue

Amortised grant income represents capital asset grants, grant funds received from the Ministry of Finance and National Planning and Jhpigo respectively for the acquisition of assets. This is charged to income over the period necessary to match them with the costs for which they are intended to compensate, on a systematic basis:

(i) Movements in Deferred Revenue		
Balance at Start of Year	-	-
Received during the year	1,332,640	436,416
Transferred to Income	(1,332,640)	(436,416)
Transferred to Capital Grants	-	-
Balance at End of Year	-	-
(ii) Movements in Capital Grants		

HEALTH PROFESSIONS COUNCIL OF ZAMBIA

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

NOTES TO THE FINANCIAL STATEMENTS *Continued* Amounts are stated in *Zambian Kwacha (ZMW)*

	31 December 2021	31 December 2020
Balance at Start of Year	-	-
Received during the year	-	-
Transferred from Revenue Grants	-	-
Transferred to Income	-	-
Balance at End of Year	-	-
13. Grants (Continued)		
(iii) Total Amortisation		
Deferred Revenue	1,332,640	436,416
Capital Grant Amortisation	-	-
	1,332,640	436,416
14. Employee Benefits and Provisions		
(a) Balances in Employee Benefits Provision		
Gratuity Provision	1,078,656	1,282,907
Leave Pay	439,317	159,794
	1,517,973	1,442,701
(b) Analysis of Movements in Gratuity		
Opening Balance	1,282,907	130,786
Charge for Period	1,385,315	1,163,495
Payments	(1,589,566)	(11,374)
	1,078,656	1,282,907
(b) Analysis of Movements in Leave Pay		
Opening Balance	159,794	572,945
Charge for Period	1,587,558	1,802,331
Payments	(1,308,036)	(2,215,482)
	439,317	159,794
15. Trade and Other Payables		
(a) Fees Received in Advance		
Annual Fees	494,607	-

HEALTH PROFESSIONS COUNCIL OF ZAMBIA**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021****NOTES TO THE FINANCIAL STATEMENTS** *Continued**Amounts are stated in Zambian Kwacha (ZMW)*

	31 December 2021	31 December 2020
Health Services Accreditation Fees	89,910	168,950
Training Programmes	404,136	1,284,470
Facility License Fees	4,369,699	6,181,063
PMEC - Practitioners	690,078	-
Subscription Fees	27,200,931	22,812,468
	33,249,361	30,446,951

15. Trade and Other Payables *(Continued)***(b) Payroll Related Payables**

ZRA - PAYE	501,906	640,541
NAPSA	143,735	151,111
Salary Arrears	-	1,426
Employee Third Party Payments		
- Natsave	70,640	46,728
- 2nd Tier Pension	140,883	154,137
- NHIMA	24,110	24,474
	881,274	1,018,417

(c) Other Payables

Trade Payables	1,707,398	684,153
Legal Fees Payables	148,607	(1)
MOF 15% Salary Cut Contribution	-	6,619
PSMFC Recoveries Payable	187	19,694
HESLB Student education loans recoveries	9,846	10,796
ZRA - WHT	44,761	28,272
Construction Payables	6,903,610	1,066,301
Audit Fees Payable	96,424	96,424
	8,910,833	1,912,258

Trade and Other Payables**43,041,468****33,377,626**

Fees are due on the last day of the year for subsequent licence periods. Fees received in advance are therefore fees collected in cash from Health Professionals and Practitioners for licence periods beyond the current year.

Trade payables and other payables principally comprise amounts outstanding for operating expenses and recurrent costs. The average credit period taken for trade purchases is 30 days.

NOTES TO THE FINANCIAL STATEMENTS *Continued**Amounts are stated in Zambian Kwacha (ZMW)***16. Financial Instruments**

The Council's activities expose it to a variety of financial risk: market risk (including currency risk, interest rate risk, price and fair value risk), liquidity risk and credit risk:

(a). Total Financial Instruments

	31 December 2021			Total ZMW
	Loans and Receivables ZMW	Assets at Fair Value through P & L ZMW	Assets at Amortised Cost ZMW	
Assets as per statement of financial position				
Loans and Receivables:				-
-Trade and Other receivables	3,936,353	-	-	3,936,353
-Cash and Equivalents	36,559,460	-	-	36,559,460
Total	40,495,813	-	-	40,495,813

	31 December 2021		Total ZMW
	Liabilities at Fair Value through P & L ZMW	Other Financial Liabilities at Amortised Cost ZMW	
Liabilities as per statement of financial position			
Borrowings (excluding lease liabilities)	-	4,138,075	4,138,075
Trade and Other Payables (excluding non-financial liabilities and fees received in advance)	-	11,310,080	11,310,080
Total	-	15,448,155	15,448,155

	31 December 2020			Total ZMW
	Loans and Receivables ZMW	Assets at Fair Value through P & L ZMW	Assets at Amortised Cost ZMW	
Assets as per statement of financial position				
Loans and Receivables:				-
-Trade and Other receivables	3,608,088	-	-	3,608,088
-Cash and Equivalents	29,926,370	-	-	29,926,370
Total	33,534,458	-	-	33,534,458

NOTES TO THE FINANCIAL STATEMENTS *Continued*Amounts are stated in *Zambian Kwacha (ZMW)*16. Financial Instruments *(Continued)*

31 December 2020			
	Liabilities at Fair Value through P & L	Other Financial Liabilities at Amortised Cost	Total
	ZMW	ZMW	ZMW
Liabilities as per statement of financial position			
Borrowings (excluding lease liabilities)	-	5,997,536	5,997,536
Trade and Other Payables (excluding non-financial liabilities and fees received in advance)	-	4,373,376	4,373,376
Total	-	10,370,912	10,370,912

(b). Credit Risk

The Council takes on exposure to credit risk, which is the risk that a counterparty will cause a financial loss to the Council by failing to pay amounts in full when due. The maximum exposure to credit risk is represented by the carrying amount of each financial asset in the balance sheet. As shown below, exposure to credit risk is represented by cash balances and amounts due on accounts receivables:

	2021 ZMW	2020 ZMW
<u>Maximum exposure to credit risk:</u>		
Cash and bank balances	36,559,460	29,926,370
Receivables	3,936,353	3,608,088
	40,495,813	33,534,458

At the reporting date, other significant concentrations of credit risks lay in receivables, which consist of staff and sundry advances and prepayments. The nature of services offered by the Council means it does not have significant credit risk exposure to a single counterparty.

(c). Currency risk

The Council takes on exposure to the effects of fluctuations in the prevailing foreign currency exchange rates:

	2021 ZMW	2020 ZMW
Assets		
Cash and Cash Equivalents	36,559,460	29,926,370
Liabilities		
Other liabilities	11,310,080	4,373,376
Net on-balance sheet position	25,249,380	25,552,994
Net off-balance sheet position	-	-

NOTES TO THE FINANCIAL STATEMENTS *Continued*Amounts are stated in *Zambian Kwacha (ZMW)*

Overall open position	25,249,380	25,552,994
------------------------------	-------------------	-------------------

16. Financial Instruments *(Continued)***(d). Liquidity Risk and Interest Rate Risk**

The Council's activities expose it to a variety of financial risk: market risk (including interest and liquidity risk). This is monitored on a daily basis by management and controlled as far as reasonably possible to minimise the risk of mismatches between current liabilities and current assets.

Due to the nature of the Council and the fees being receivable at the end of the preceding year, fees are recognised as income received in advance and are amortised in the relevant leviable year. Therefore, in determining current liabilities and debt, income received in advance is not included in the analysis of liquidity risk.

The table below summarises the Council's interest and liquidity risks:

Amounts in ZMW	Weighted Average Effective Interest rate	<1 Month	<3 Months	<12 Months	>5 Years	Total
At 31 December 2021						
Non-Interest Bearing	0%	3,713,287	11,139,860	29,706,294	-	44,559,441
Lease liabilities	23%	121,449	364,346	971,590	-	1,457,385
Borrowings	30%	344,840	1,034,519	2,758,717	-	4,138,075
		3,713,287	11,139,860	29,706,294	-	44,559,441
At 31 December 2020						
Non-Interest Bearing	0%	2,901,694	8,705,082	23,213,551	-	34,820,327
Lease liabilities	23%	440,905	1,322,715	3,527,239	-	5,290,858
Borrowings	30%	499,795	1,499,384	3,998,357	-	5,997,536
		2,901,694	8,705,082	23,213,551	-	34,820,327

(e) Fair Value Estimation

The different levels of determining fair value, by valuation method, have been defined as follows:

- **Level 1:** Quoted prices (unadjusted) in active markets for identical assets or liabilities.
- **Level 2:** Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly prices (or indirectly derived from prices).
- **Level 3:** Inputs for the asset or liability that is not based on observable market data (that is, unobservable inputs).

NOTES TO THE FINANCIAL STATEMENTS *Continued**Amounts are stated in Zambian Kwacha (ZMW)*

The Council had no financial instruments carried at fair value, by valuation method.

17. Related Parties**(a) Identification of Related Parties**

Related Party	Type of Relationship
<i>Individuals with Significant influence</i>	
Council Members	Refer to Report of the Council (Page 4)
Ministry of Finance	Provides grants to the Council
<i>Members Key Management Personnel</i>	
Key Management	Refer to Report of the Council (Page 5)

(d) Transactions with Related Parties

The financial statements include transactions with the Council's related parties.

	31 December 2021	31 December 2020
<i>Remuneration of Key Management Personnel</i>	5,618,274	9,327,243

17. Capital Management

The Council's objectives when managing capital are to safeguard its ability to continue as a going concern in order to provide returns to controlling interests and benefits for other stakeholders and to maintain an optimal capital structure to reduce the cost of capital.

The Council monitors capital on the basis of the gearing ratio. This ratio is calculated as net debt divided by total capital. Net debt is calculated as total borrowings (including 'current and non-current borrowings' as shown in the balance sheet) less cash and cash equivalents. Total capital is calculated as 'equity' as shown in the balance sheet plus net debt.

NOTES TO THE FINANCIAL STATEMENTS *Continued**Amounts are stated in Zambian Kwacha (ZMW)***18. Capital Commitments**

The Council's objectives when managing capital are to safeguard the Council's ability to continue as a going concern in order to provide returns to controlling interests and benefits for other stakeholders and to maintain an optimal capital structure to reduce the cost of capital.

The Council monitors capital on the basis of the gearing ratio. This ratio is calculated as net debt divided by total capital. Net debt is calculated as total borrowings (including 'current and non-current borrowings' as shown in the statement of financial position) less cash and cash equivalents. Total capital is calculated as 'equity' as shown in the statement of financial position plus net debt. The gearing ratios at 31 December 2021 and 2020 were as follows:

	2021	2020
	ZMW	ZMW
Debt	15,448,155	10,370,912
Cash	(36,559,460)	(29,926,370)
Net Debt	(21,111,305)	(19,555,458)
Equity	20,012,700	8,949,914
Net debt to equity ratio	-105.49%	-218.50%

19. Contingent Liabilities

A contingent liability according to *IAS 37 Provisions, Contingent Liabilities and Contingent Assets* is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity.

We disclose that there are pending litigations against the Council who's outcome is unknown but which may result in the outflow of Council's resources in the form of legal fees and (or) claims in the event that the outcome is unfavourable for the Council. The details of the litigations are disclosed below.

19.1 Pending Litigation

The Council has the following cases pending:

1. Joseph Wapabeti vs HPCZ. The case involves an allegation of breach of a contract of employment and falls in the category of a labour dispute, with an estimated disposal date of 1 to 2 years;

NOTES TO THE FINANCIAL STATEMENTS *Continued**Amounts are stated in Zambian Kwacha (ZMW)***19. Contingent Liabilities** *(Continued)*

2. Aaron Mujajati vs HPCZ. The case involves an allegation of breach of a contract of employment and falls in the category of a labour dispute, with an estimated disposal date of 1 to 2 years; and
3. James Phillip Mdala vs HPCZ. The case is about allegation of breach of statutory duty at the behest of HPCZ, with an estimated disposal date of 1 to 3 years.

19.2 Legal Costs

Associated legal costs for each case are as follows:

1. Joseph Wapabeti vs HPCZ: ZMW1,500,000
2. Aaron Mujajati vs HPCZ: ZMW1,000,000
3. James Phillip Mdala vs HPCZ: ZMW1,000,000

19.3 Likely Outcome

The likely outcome of the cases pending cannot be accurately predicted and therefore what is considered our view of this matter in terms of the outcome is as follows:

1. Joseph Wapabeti vs HPCZ – Tentatively favourable
2. Aaron Mujajati vs HPCZ – Favourable
3. James Phillip Mdala vs HPCZ - Favourable

19.3 Cost of Unfavourable Outcome

In the event that all the cases are unfavorable, the following are what we consider to be the quantum of claims that HPCZ would be ordered to pay:

1. Joseph Wapabeti –vs- HPCZ = 2, 073, 348.58;
2. Arron Mujajati –vs- HPCZ = 3, 491, 677.91; and
3. James Phillip Mdala –vs- HPCZ = 1, 500,000.00.

HEALTH PROFESSIONS COUNCIL OF ZAMBIAANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**APPENDIX I- DETAILED EXPENDITURE STATEMENT***Amounts in Zambian Kwacha (ZMW)*

	31 December 2021	31 December 2020
<u>Cost of Goods Sold</u>		
Professional Code of Ethics booklets and Guidelines	135,895	76,611
Patients Rights Charter	2,494	
Metallic Badges	-	133,785
Laboratory Coats	906,086	113,035
National Health Care Standards	20,349	3,213
	1,064,824	326,644
<u>Staff Costs</u>		
Staff Welfare	666,389	498,718
Fees Deduction	-	316,307
Medical Expenses	727,629	655,060
Gratuity	1,385,315	1,163,495
Training	664,916	326,808
Salaries and Wages	21,181,743	21,204,095
NAPSA	886,937	892,383
Leave Expense	1,587,558	1,802,331
Recruitment Expenses	30,923	83,228
Workers Compensation	63,685	-
Pension - Employer	1,099,585	1,131,397
NHIMA - Employer	149,251	147,670
Total Staff Costs	28,491,990	28,221,492
<u>Registration, Compliance and Fee Related Expenses</u>		
Registration Expenses	624,037	1,267,973
Affiliation & Subscriptions	-	38,348
Compliance Expenses	3,043,411	2,369,943
Inspection expenses - National Health Care Standards	7,000	72,312
Legal and Investigation Expenses	1,366,787	1,580,072
Student Indexing	169,080	50,880
	5,210,315	5,379,528
<u>Other Operating Expenses</u>		
Advertising and Publication Expenses	490,718	621,822
Audit Fees	98,911	96,424
Bank Charges	291,401	244,660
Council meeting expenses	1,830,873	1,526,038
Computer Expenses	272,321	287,551
Depreciation - Property Plant and Equipment	1,475,608	1,521,513
Depreciation - Right-of-Use Assets	1,715,892	1,767,823
Donations, Penalties and Fines	100,000	280,000

HEALTH PROFESSIONS COUNCIL OF ZAMBIA**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

	31 December 2021	31 December 2020
Electricity	163,165	133,542
Insurance & Licenses		
- Motor Vehicle	238,991	260,205
Internet Expenses	462,643	402,993
Newspapers	22,673	26,642
Fuel Expense	114,792	136,405
Office Expenses	231,837	136,352
Public commemoration	42,560	46,055
Postage	26,795	30,860
Printing & Stationery	1,236,032	922,039
Regional Office Expenses	15,000	(1,500)
Repairs and Maintenance		
- Office Building	364,708	183,527
- Office Equipment	10,759	53,914
- Motor Vehicles	486,343	474,788
Security Expenses	607,338	464,031
Seminars, Workshops and Conferences	-	37,051
Telephone	10,100	23,980
Travel & international meetings expenses	1,469,226	1,538,347
Water and Sanitation	69,815	95,655
Total Other Operating Expenses	11,848,501	11,310,717
Total Operating Expenses	45,550,806	44,911,737

END OF REPORT

10 APPENDICES

10.1 List of Private health facilities operating in 2021

No.	Health Facility	District	Province
1	Athaliah Health Care	Chibombo	Central
2	Bethel Medical Clinic-10 Mile	Chibombo	Central
3	Edem Clinic	Chibombo	Central
4	Hope In Christ - Chibombo	Chibombo	Central
5	Lone Star Medical clinic	Chibombo	Central
6	Mist Medical Centre	Chibombo	Central
7	Salus Populi Medical Clinic	Chibombo	Central
8	Bethel Medical Clinic-Fringilla	Chisamba	Central
9	89a Independence Way Surgery	Kabwe	Central
10	Blossom Surgery	Kabwe	Central
11	Chreso Ministries-kabwe	Kabwe	Central
12	Dallas Medical Centre	Kabwe	Central
13	Eye-Co Optician- Kabwe	Kabwe	Central
14	Fibale Clinic	Kabwe	Central
15	Mela Medical Centre	Kabwe	Central
16	Mukuni Insurance Clinic	Kabwe	Central
17	Mukuni Medical Centre-Lukanga	Kabwe	Central
18	Optical Express Zambia Limited	Kabwe	Central
19	Providence Medical Centre	Kabwe	Central
20	Stripes Medical Centre	Kabwe	Central
21	Vision Care- Mulungushi Mall	Kabwe	Central
22	LHPC Ambulance No.1	Kapiri Mposhi	Central
23	Mukuni Insurance Clinic - Kapiri	Kapiri Mposhi	Central
24	S & F Phiri Surgery	Kapiri Mposhi	Central
25	St Lukes Clinic	Kapiri Mposhi	Central
26	LHPC Ambulance No.2 (BAT-5063)	Luano	Central
27	Chengelo School Clinic	Mkushi	Central
28	Lesu Wesu Medical Centre	Mkushi	Central
29	Nkolonga Farm Clinic	Mkushi	Central
30	Tamo Health Centre	Mkushi	Central
31	Tusekelemo Medical Centre	Mkushi	Central
32	Mumbwa Medical Centre	Mumbwa	Central
33	Lusiwasi Zesco Staff Clinic	Serenje	Central
34	Olivine Ambulance	Serenje	Central
35	Olivine Medical Centre	Serenje	Central
36	Nampundwe Mine Clinic-KCM	Shibuyunji	Central
37	Azatisa Clinic	Chililabombwe	Copperbelt
38	Elihim Fast Track Clinic	Chililabombwe	Copperbelt
39	Esthada Services Ltd	Chililabombwe	Copperbelt
40	Health Centre No. 1	Chililabombwe	Copperbelt
41	Health Centre No. 4	Chililabombwe	Copperbelt
42	Health Centre No. 5	Chililabombwe	Copperbelt
43	Konkola Mine Hospital	Chililabombwe	Copperbelt
44	Lubambe Mine Ambulance – BAP 4338ZM	Chililabombwe	Copperbelt
45	Lubambe Mine Clinic	Chililabombwe	Copperbelt
46	Makina Private Clinic	Chililabombwe	Copperbelt
47	Occupational Health Clinic	Chililabombwe	Copperbelt

No.	Health Facility	District	Province
48	Plant site Clinic No. 1 Shaft	Chililabombwe	Copperbelt
49	Plantsite Clinic No. 3 Shaft	Chililabombwe	Copperbelt
50	African Medicare Services Ltd	Chingola	Copperbelt
51	Chingola Surgery	Chingola	Copperbelt
52	Eye Max Opticians Limited	Chingola	Copperbelt
53	Health Centre III	Chingola	Copperbelt
54	Ivory Dental Clinic-	Chingola	Copperbelt
55	Lulamba Health Centre	Chingola	Copperbelt
56	Mine Clinic- Nchanga	Chingola	Copperbelt
57	Nchanga Health Centre	Chingola	Copperbelt
58	Nchanga Open Pit Clinic	Chingola	Copperbelt
59	Nchanga South Hospital	Chingola	Copperbelt
60	Phil (Milano) Optician	Chingola	Copperbelt
61	Southside Clinique	Chingola	Copperbelt
62	TLP Plantsite Clinic- KCM	Chingola	Copperbelt
63	Chambishi Metals Township Clinic	Kalulushi	Copperbelt
64	Chambishi Selter First Aid Clinic	Kalulushi	Copperbelt
65	Chambishi Township Clinic - Sinozam	Kalulushi	Copperbelt
66	Chibuluma Mine Ambulance	Kalulushi	Copperbelt
67	Chibuluma Mine Plant Clinic	Kalulushi	Copperbelt
68	Healthlane Medical And Diagnostic Centre	Kalulushi	Copperbelt
69	SOEB Plant-Clinic - Chambishi	Kalulushi	Copperbelt
70	Carewell Oasis Medical Service	Kitwe	Copperbelt
71	CEC Ambulance - Bad 5536	Kitwe	Copperbelt
72	Central Offices Consulting Room- Mopani Mine Plc	Kitwe	Copperbelt
73	Central Shaft Clinic - Mopani	Kitwe	Copperbelt
74	Central shaft underground clinic	Kitwe	Copperbelt
75	CIDRZ Kitwe collection centre	Kitwe	Copperbelt
76	Company Clinic Ambulance	kitwe	Copperbelt
77	Copperbelt Energy Plant Clinic	Kitwe	Copperbelt
78	Copperbelt University clinic	Kitwe	Copperbelt
79	Dr Dilobar's Children's Clinic	Kitwe	Copperbelt
80	Dr Li's Surgery Independence Avenue	Kitwe	Copperbelt
81	Dr Li's Surgery Kensinto Gardens	Kitwe	Copperbelt
82	Dr M. Kumar Surgery	Kitwe	Copperbelt
83	Dr Zhai Surgery	kitwe	Copperbelt
84	Eyemed Optician Kitwe Branch	kitwe	Copperbelt

No.	Health Facility	District	Province
85	Faith Children Village	Kitwe	Copperbelt
86	Healthplus Physiotherapy and sports injury clinic	Kitwe	Copperbelt
87	Hillside Eye and Laser Clinic	Kitwe	Copperbelt
88	Hillview Hospital	Kitwe	Copperbelt
89	Hippocratic Services Company Clinic	Kitwe	Copperbelt
90	Indafro Ltd Optical Clinic	Kitwe	Copperbelt
91	J. Chamboli Clinic- Mopani	Kitwe	Copperbelt
92	Kalafamily Community Medical Clinic	kitwe	Copperbelt
93	Kano Dental Clinic	Kitwe	Copperbelt
94	KCM Nkana Clinic	Kitwe	Copperbelt
95	Kitwe Opticians	Kitwe	Copperbelt
96	Kitwe PPAZ FP Clinic- PPAZ	Kitwe	Copperbelt
97	Kitwe Surgery	Kitwe	Copperbelt
98	Lubambe Medical & Child Welfare Services	Kitwe	Copperbelt
99	Lusaka Ivf And Fertility Clinic-Kitwe	Kitwe	Copperbelt
100	Marshlands Medical Centre	Kitwe	Copperbelt
101	Medicare Opticians - Kitwe	Kitwe	Copperbelt
102	Metro Poly SDA Hospital	Kitwe	Copperbelt
103	Metropolis Kitwe	Kitwe	Copperbelt
104	Mil Surgery	Kitwe	Copperbelt
105	Mindolo II Clinic	Kitwe	Copperbelt
106	Mindolo Main Shaft Clinic	Kitwe	Copperbelt
107	Mindolo Main Shaft Underground Clinic	Kitwe	Copperbelt
108	Mindolo North ShaftClinic	Kitwe	Copperbelt
109	Mopani ALS Ambulance - ADD 8152	Kitwe	Copperbelt
110	Morning Rise Surgery	Kitwe	Copperbelt
111	Mula Physiotherapy & Dental	Kitwe	Copperbelt
112	Natwange Clinic- Mopani	Kitwe	Copperbelt
113	Nkana Plantsite Clinic	Kitwe	Copperbelt
114	Phil Opticians LTD	Kitwe	Copperbelt
115	Progress Medical Ambulance	Kitwe	Copperbelt
116	Progress Medical Centre	Kitwe	Copperbelt
117	Progress Medical Centre	Kitwe	Copperbelt
118	Royal Medical Centre	Kitwe	Copperbelt
119	Sabot Zambia Limited	Kitwe	Copperbelt
120	Sanket Laboratory Kitwe	Kitwe	Copperbelt
121	Sanket Sunsol Imaging Services Ltd	kitwe	Copperbelt
122	Scaw Limited Clinic- Basic Ambulance Service- ADE2663	Kitwe	Copperbelt
123	Scaw Ltd staff Clinic	Kitwe	Copperbelt
124	Sinozam Ambulance- ADE1832	Kitwe	Copperbelt
125	Sinozam Ambulance- BAH7635	Kitwe	Copperbelt

No.	Health Facility	District	Province
126	Sinozam Friendship Hospital	Kitwe	Copperbelt
127	Sinozam friendship plant clinic	Kitwe	Copperbelt
128	South Ore Body Shaft Clinic	Kitwe	Copperbelt
129	Specialty Emergency Services	Kitwe	Copperbelt
130	Spring of Life Medical Centre	Kitwe	Copperbelt
131	Tina Medical Centre	Kitwe	Copperbelt
132	Tokyo Optician ECL Mall	Kitwe	Copperbelt
133	Ultra Dental Centre	Kitwe	Copperbelt
134	Village of Hope Clinic	Kitwe	Copperbelt
135	Vision Care Opticians	Kitwe	Copperbelt
136	Wusakile Mine Hospital	Kitwe	Copperbelt
137	73 Independence Clinic- RAM	Luanshya	Copperbelt
138	Dr Bhatt's Med & Dental Clinic	Luanshya	Copperbelt
139	Kasim Medical Centre	Luanshya	Copperbelt
140	Luanshya Mine Hospital	Luanshya	Copperbelt
141	Section 23 Clinic	Luanshya	Copperbelt
142	Section 5 Clinic- RAM	Luanshya	Copperbelt
143	Zamefa Staff Clinic	Luanshya	Copperbelt
144	GRIZZLY MINE CLINIC	Lufwanyama	Copperbelt
145	GRIZZLY MINE CLINIC AMBULANCE-ADD 9363	Lufwanyama	Copperbelt
146	Kagem Mining Clinic	Lufwanyama	Copperbelt
147	Dangote Ambulance-BAK 707	Masaiti	Copperbelt
148	Dangote First Aid Centre	Masaiti	Copperbelt
149	Idream Care Clinic	Masaiti	Copperbelt
150	Kanyuma Health Post	Mpongwe	Copperbelt
151	Munkumpu Farms Ltd Clinic	Mpongwe	Copperbelt
152	Nampamba Clinic- Zambeef Plc	Mpongwe	Copperbelt
153	Nampamba Coffe Sub Clinic- Zambeef Plc	Mpongwe	Copperbelt
154	Divine Opticians	Mufulira	Copperbelt
155	Dynasty Crew Medlab Services	Mufulira	Copperbelt
156	Kafironda Explosive Ltd Clinic	Mufulira	Copperbelt
157	Malcolm Watson Hospital	Mufulira	Copperbelt
158	Mopani ALS Ambulance ADD8153	Mufulira	Copperbelt
159	Mopani Copper Mines Clinic 2	Mufulira	Copperbelt
160	Mopani Copper Mines Clinic 6	Mufulira	Copperbelt
161	Mopani Copper Mines Clinic 7	Mufulira	Copperbelt
162	Mopani Copper Mines Clinic 9	Mufulira	Copperbelt
163	Mopani MinesPlant Clinic	Mufulira	Copperbelt
164	Phil Opticians Mufulira	Mufulira	Copperbelt
165	Sunbright Medical Consultancy	Mufulira	Copperbelt
166	Underground Clinic 1340ML	Mufulira	Copperbelt
167	Antioch Medical Centre	Ndola	Copperbelt

No.	Health Facility	District	Province
168	Bank of Zambia Clinic	Ndola	Copperbelt
169	Beverly Eye and Dental Clinic	Ndola	Copperbelt
170	BOC Gases Zambia Staff Clinic	Ndola	Copperbelt
171	Center For Family Health Research In Zambia - Ndola	Ndola	Copperbelt
172	Chinan Medical Centre	Ndola	Copperbelt
173	City Specialists Clinic	Ndola	Copperbelt
174	Country Side Medical Centre	Ndola	Copperbelt
175	Dr Bhatt's Med & Dental Clinic	Ndola	Copperbelt
176	Dr Zhang's Surgery	Ndola	Copperbelt
177	Eastwood Medical Centre	Ndola	Copperbelt
178	El Rapha Clinic	Ndola	Copperbelt
179	FQM First Aid Station - Smelter	Ndola	Copperbelt
180	FQM Ndola Ambulance- Bca 6504	Ndola	Copperbelt
181	Healthton Medical Centre	Ndola	Copperbelt
182	Health-view Medical Centre	Ndola	Copperbelt
183	Hilltop Hospital	Ndola	Copperbelt
184	Hope Fellowship Clinic	Ndola	Copperbelt
185	Indeni Oil Refinery Clinic	Ndola	Copperbelt
186	Itawa Specialised Clinic	Ndola	Copperbelt
187	Itawa Specialist Ambulance	Ndola	Copperbelt
188	Kitwe Opticians T/A Ndola Opticians	Ndola	Copperbelt
189	Kopa Specialist Clinic	Ndola	Copperbelt
190	Lancet - Nkanza Laboratories	Ndola	Copperbelt
191	Mary Begg Community Clinic	Ndola	Copperbelt
192	Michael Chilufya Sata School of Medicine Dental Clinic	Ndola	Copperbelt
193	Nalwange Family Clinic	Ndola	Copperbelt
194	Ndola Lime Plantsite Clinic	Ndola	Copperbelt
195	Nortec Clinic	Ndola	Copperbelt
196	Northern Breweries Clinic	Ndola	Copperbelt
197	Northern Opticians And Eye Clinic	Ndola	Copperbelt
198	Nucare Clinic	Ndola	Copperbelt
199	Phil Optician-Ndola Branch	Ndola	Copperbelt
200	Phillabs Diagnostic And Imaging - Ndola	Ndola	Copperbelt
201	Sanket Diagnostics Limited-Ndola	Ndola	Copperbelt
202	Scarab Eye Care	Ndola	Copperbelt
203	SRA Mobile Health Services	Ndola	Copperbelt
204	Sunbird Opticians	Ndola	Copperbelt
205	Systematic Care Medical Clinic	Ndola	Copperbelt
206	TDRC Central Lab	Ndola	Copperbelt
207	TDRC Medical Centre	Ndola	Copperbelt
208	Telnor Clinic	Ndola	Copperbelt
209	Tokyo Opticians- president st	Ndola	Copperbelt

No.	Health Facility	District	Province
210	Zambezi Portland cement clinic	Ndola	Copperbelt
211	Zambia Flying Doctor Service	Ndola	Copperbelt
212	Zambulance Health Services	Ndola	Copperbelt
213	ZESCO Clinic Ndola	Ndola	Copperbelt
214	Solera Sun Square Clinic-Taferansoni	Chadiza	Eastern
215	Solera Sun Square Clinic-Kapasa	Chipangali	Eastern
216	Solera Sun Square Clinic-Madziatuba	Chipangali	Eastern
217	Altaf Memorial Hospital	Chipata	Eastern
218	Chipata Health Care	Chipata	Eastern
219	Chipata Motala Surgery	Chipata	Eastern
220	EJIS Professional Medical Centre	Chipata	Eastern
221	Kayiwale Care & Cure Clinic	Chipata	Eastern
222	Nkanza Lancet Laboratory- Chipata	Chipata	Eastern
223	Phil Optician Chipata Branch	Chipata	Eastern
224	Philabs Diagnostic and Imaging Chipata Branch	Chipata	Eastern
225	Seraphy Dental Clinic	Chipata	Eastern
226	Vision Care - Umodzi Highway	Chipata	Eastern
227	Bethasida Medical Centre	Katete	Eastern
228	Solera Sun Square Clinic-Ken	Katete	Eastern
229	Specimen collection - Katete	Katete	Eastern
230	Solera Sun Square Clinic-Chanyalubwe	Lumezi	Eastern
231	Elunyaweni Private Clinic	Lundazi	Eastern
232	Umoyo Withu Private Clinic	Lundazi	Eastern
233	Nyimba Medical Centre	Nyimba	Eastern
234	Petauke Medical Centre	petauke	Eastern
235	Home of Compassion	Mansa	Luapula
236	Sanket Diagnostic Mansa	Mansa	Luapula
237	Zesco Musonda Falls Clinic	Mwense	Luapula
238	Bangweulu Medical Care	Samfya	Luapula
239	Human Service Trust Hospice	Chilanga	Lusaka
240	Ruth Kaluluma Memorial Medical Centre	Chilanga	Lusaka
241	SES/ANGLO Ambulance	Chilanga	Lusaka
242	Specialty emergency Services-Kafue Rd	Chilanga	Lusaka
243	Victoria Hospital Clinic	Chilanga	Lusaka
244	Green Balm of Gilead Clinic	Chirundu	Lusaka
245	Sebry Clinic	Chirundu	Lusaka
246	Alwina Medical Centre	Chongwe	Lusaka
247	Chongwe Medical Centre	Chongwe	Lusaka
248	Family Legacy Clinic	Chongwe	Lusaka
249	Kasisi Children's Dental Clinic	Chongwe	Lusaka

No.	Health Facility	District	Province
250	Morning Star Clinic	Chongwe	Lusaka
251	Star Of Hope Clinic	Chongwe	Lusaka
252	Sunny Side Medical Centre	Chongwe	Lusaka
253	Vision Care Limited- Waterfalls Mall	Chongwe	Lusaka
254	Juflona Clinic	Kafue	Lusaka
255	Juflona Hospital	Kafue	Lusaka
256	Juflona Medical Centre Ambulance ALT8431	Kafue	Lusaka
257	Juflona Nickel Mine Clinic	Kafue	Lusaka
258	Mocaadri Medical Centre	Kafue	Lusaka
259	Muna Medical Clinic	Kafue	Lusaka
260	Nitrogen chemical of Zambia Clinic	Kafue	Lusaka
261	Phil Optician – Kafue Branch	Kafue	Lusaka
262	Smartlife Chemist Mobile Ultrasound	Kafue	Lusaka
263	Tapiwa Clinic-Zambia Compound	Kafue	Lusaka
264	Universal Mining Staff Clinic	Kafue	Lusaka
265	Zubeda Clinic-101 Zwelopili Rd	Kafue	Lusaka
266	Advanced Diagnostics Centre	Lusaka	Lusaka
267	Ameer Medical Clinic	Lusaka	Lusaka
268	Andeson Clinic- Chawama	Lusaka	Lusaka
269	Angels Medical Clinic	Lusaka	Lusaka
270	Annociat Care Clinic Limited	Lusaka	Lusaka
271	A-One Dental Centre	Lusaka	Lusaka
272	AR Medical Centre Ltd	Lusaka	Lusaka
273	AR Mobile Optical Services	Lusaka	Lusaka
274	Aspire Clinic Zambia Ltd	Lusaka	Lusaka
275	A-T Dental Surgery Ltd	Lusaka	Lusaka
276	Bak 2948 Zm Optimal/ ERZ Ambulance	Lusaka	Lusaka
277	Bak 2951 Zm Optimal/ ERZ Ambulance	Lusaka	Lusaka
278	Bank of Zambia Clinic	Lusaka	Lusaka
279	Beit Cure International Hospital	Lusaka	Lusaka
280	Bethel Infirmary Clinic	Lusaka	Lusaka
281	Braceline Orthodontic Centre	Lusaka	Lusaka
282	Bread of Life Clinic Ambulance– BAJ 4073	Lusaka	Lusaka
283	Bread of Life Health Services Ltd	Lusaka	Lusaka
284	Broadfield Med Centre	Lusaka	Lusaka
285	Bushemi Clinic	Lusaka	Lusaka
286	Bwafwano Community Clinic	Lusaka	Lusaka
287	Cardinal Adam Memorial Hospital	Lusaka	Lusaka
288	Care for You Medical Clinic	Lusaka	Lusaka
289	Carepeak Specialist Clinic	Lusaka	Lusaka

No.	Health Facility	District	Province
290	Center For Family Health Research In Zambia	Lusaka	Lusaka
291	CFB Medical Centre Limited	Lusaka	Lusaka
292	Chainda South Clinic (Kalikiliki Cidr)	Lusaka	Lusaka
293	Chaisa Chipatala Clinic	Lusaka	Lusaka
294	Chelstone Medical Centre	Lusaka	Lusaka
295	Chemu Health Clinic	Lusaka	Lusaka
296	Chemu Health Clinic - Chamba Valley	Lusaka	Lusaka
297	Chemu Health Clinic- Town Branch	Lusaka	Lusaka
298	Chifundo Clinic-Aids Healthcare Foundation	Lusaka	Lusaka
299	Chisomo Hospital Stump Ambulance	Lusaka	Lusaka
300	Chisomo Hospital Stump Mission	Lusaka	Lusaka
301	Chiyembekezo Mission Clinic	Lusaka	Lusaka
302	Chreso Ministries ART/VCT Centre- Lusaka	Lusaka	Lusaka
303	CIDRZ Central Laboratory	Lusaka	Lusaka
304	CIDRZ Sample Collection Centre	Lusaka	Lusaka
305	Circle of Hope-68/A Makeni	Lusaka	Lusaka
306	City Dental Ltd	Lusaka	Lusaka
307	City Eye Optical Cente	Lusaka	Lusaka
308	Clear Vision	Lusaka	Lusaka
309	Clinivio Medical Centre	Lusaka	Lusaka
310	Comfort Hospital	Lusaka	Lusaka
311	Convenant Dental Solutions-858/735	Lusaka	Lusaka
312	Copper Clinic	Lusaka	Lusaka
313	Coptic Hospital	Lusaka	Lusaka
314	Coptic Hospital Ambulance	Lusaka	Lusaka
315	Corpmead Services	Lusaka	Lusaka
316	Covenant Dental Solutions	Lusaka	Lusaka
317	Crossroads Medical Centre	Lusaka	Lusaka
318	Crown Dental Surgery	Lusaka	Lusaka
319	Dazzling Dental Clinic & Medicare	Lusaka	Lusaka
320	Dental Training School Dental Clinic	Lusaka	Lusaka
321	Dentallive Clinic	Lusaka	Lusaka
322	Dhalem Medical Centre	Lusaka	Lusaka
323	Diamond Dental Surgery Ltd	Lusaka	Lusaka
324	Digital Optical Supply Ltd	Lusaka	Lusaka
325	Divine Sight Optical	Lusaka	Lusaka
326	Double Six Opticians	Lusaka	Lusaka
327	Dove Medical Clinic	Lusaka	Lusaka
328	Dr Yang Surgery	Lusaka	Lusaka
329	Dr Zhai's Surgery	Lusaka	Lusaka
330	Dr Zhai's Surgery- Lumumba	Lusaka	Lusaka

No.	Health Facility	District	Province
331	Dr. Watson Dental Clinic	Lusaka	Lusaka
332	Dr. Wu Surgery	Lusaka	Lusaka
333	Dynamic Physical Therapy	Lusaka	Lusaka
334	Elite Dental Care Clinic- Eastpark	Lusaka	Lusaka
335	Elite Dental Lewanika Mall Branch	Lusaka	Lusaka
336	Evelyn Hone College Clinic	Lusaka	Lusaka
337	Express Diagnostics Mobile Health Facility	Lusaka	Lusaka
338	Eye-co Opticians- Cairo Rd	Lusaka	Lusaka
339	Eyemed Optician Lusaka Branch	Lusaka	Lusaka
340	Fairview Hospital	Lusaka	Lusaka
341	Family Care Dental Surgery	Lusaka	Lusaka
342	Family Medical Clinic	Lusaka	Lusaka
343	Family Trust Medical Centre	Lusaka	Lusaka
344	Faraja Diagnostic Centre	Lusaka	Lusaka
345	Fine Health Diagnostic Centre	Lusaka	Lusaka
346	First Fruits Clinic	Lusaka	Lusaka
347	Forest Park Ambulance	Lusaka	Lusaka
348	Forest Park Specialised Hosp	Lusaka	Lusaka
349	Fortress Medical Centre	Lusaka	Lusaka
350	Friend Surgery	Lusaka	Lusaka
351	Friendship Surgery	Lusaka	Lusaka
352	Genos Laboratory	Lusaka	Lusaka
353	Golden Tooth Dental	Lusaka	Lusaka
354	Good Esthetics Dental Lab	Lusaka	Lusaka
355	Grandma Olipa Memorial Hospital	Lusaka	Lusaka
356	Great North Road Academy Rehab Centre	Lusaka	Lusaka
357	Guardian Medical Centre	Lusaka	Lusaka
358	Hacha Research and Diagnostic Institute LTD	Lusaka	Lusaka
359	Harvest Health Medical Centre	Lusaka	Lusaka
360	Healfast Medical Centre- Chawama	Lusaka	Lusaka
361	Healing Touch Clinic Ltd- GN Rd, Emasdale	Lusaka	Lusaka
362	Healthcare Medical Clinic	Lusaka	Lusaka
363	High Veld Eye & Medical Clinic	Lusaka	Lusaka
364	Hilltop Hospital	Lusaka	Lusaka
365	Hillview Health Care Limited	Lusaka	Lusaka
366	Hope in Christ Clinic	Lusaka	Lusaka
367	Humkel Medical Centre- Lsk	Lusaka	Lusaka
368	Hydrotherapy Centre	Lusaka	Lusaka
369	I.O.M Health Assessment Centre	Lusaka	Lusaka
370	Ideal Family Medical Centre	Lusaka	Lusaka
371	Institute for Medical Diagnostic	Lusaka	Lusaka

No.	Health Facility	District	Province
372	Ivitals Telehealth Services	Lusaka	Lusaka
373	JB Casfort Clinic	Lusaka	Lusaka
374	K G Dental Surgery	Lusaka	Lusaka
375	Kabelenga Family Hospital	Lusaka	Lusaka
376	KMP Medical Centre	Lusaka	Lusaka
377	L. J Eye Clinic- Northmead	Lusaka	Lusaka
378	L. J eye Clinic Optician- Town	Lusaka	Lusaka
379	Lancet Laboratories Ltd	Lusaka	Lusaka
380	Leza Wa Lukundo Medical Centre	Lusaka	Lusaka
381	Lilayi Family Clinic Care	Lusaka	Lusaka
382	Lilayi Farm Consulting Room	Lusaka	Lusaka
383	Link Pharmacy Clinic	Lusaka	Lusaka
384	Living Hope Clinic	Lusaka	Lusaka
385	Lusaka Adventist Clinic	Lusaka	Lusaka
386	Lusaka Adventist Dental Services	Lusaka	Lusaka
387	Lusaka Chiropractice & Wellness Centre	Lusaka	Lusaka
388	Lusaka Chiropractice & wellness Leopards Hill	Lusaka	Lusaka
389	Lusaka Dental Surgery	Lusaka	Lusaka
390	Lusaka ENT Clinic	Lusaka	Lusaka
391	Lusaka Eye Hospital	Lusaka	Lusaka
392	Lusaka IVF Fertility Clinic	Lusaka	Lusaka
393	Lusaka Molecular Research & Diagnostic Lab	Lusaka	Lusaka
394	Lusaka Trust Hospital	Lusaka	Lusaka
395	Lusungu Clinic- Aids Health Foundation	Lusaka	Lusaka
396	M.M. Intergrated steel mills staff clinic	Lusaka	Lusaka
397	Madison Health Opticians	Lusaka	Lusaka
398	Magnum Medical Centre	Lusaka	Lusaka
399	Makeni Islamic Society Clinic	Lusaka	Lusaka
400	Makeni Med Centre	Lusaka	Lusaka
401	Mama Ellen Medical Centre	Lusaka	Lusaka
402	Marie Stopes Family Clinic	Lusaka	Lusaka
403	Mars Clinic Ambulance No.4	Lusaka	Lusaka
404	Mars Clinic Ambulance No.5	Lusaka	Lusaka
405	Mars Clinic- Olympia	Lusaka	Lusaka
406	Mars Clinic- Rhodespark	Lusaka	Lusaka
407	Medaid Healthcare Limited	Lusaka	Lusaka
408	Medical Clinical Centre & Dental Clinic	Lusaka	Lusaka
409	Medicare Optian- Kabulonga Branch	Lusaka	Lusaka
410	Medicare Optician-Munali Mall	Lusaka	Lusaka
411	Medicare Opticians	Lusaka	Lusaka
412	Medicare Opticians Ltd Mobile Eye Clinic	Lusaka	Lusaka

No.	Health Facility	District	Province
413	Medicare Trust Clinic	Lusaka	Lusaka
414	Medicross Hospital	Lusaka	Lusaka
415	Medihope Medical Centre	Lusaka	Lusaka
416	Medland ambulance-BAK9074	Lusaka	Lusaka
417	Medland ambulance-BAK9076	Lusaka	Lusaka
418	Medland Hospital	Lusaka	Lusaka
419	Metropolis @ Home Labs	Lusaka	Lusaka
420	Metropolis Health Care Zambia	Lusaka	Lusaka
421	Metropolis Patient Service	Lusaka	Lusaka
422	Metropolis Phlebotomy Centre	Lusaka	Lusaka
423	Mobile Medical Services Ltd	Lusaka	Lusaka
424	Multicare Hospital (Chinese Hospital)	Lusaka	Lusaka
425	Mum's care Ambulance	Lusaka	Lusaka
426	Mum's care hospital	Lusaka	Lusaka
427	Mum's Care Hospital Woodlands Branch	Lusaka	Lusaka
428	Mupone Medical Care Centre	Lusaka	Lusaka
429	Musanide Clinic	Lusaka	Lusaka
430	Mutema Chime Health Clinic	Lusaka	Lusaka
431	Mutti Medical Services	Lusaka	Lusaka
432	Nakonga Clinic	Lusaka	Lusaka
433	National Assembly Clinic	Lusaka	Lusaka
434	National Milling Clinic	Lusaka	Lusaka
435	Nature by Nature Laboratory	Lusaka	Lusaka
436	Nawila Medical Centre	Lusaka	Lusaka
437	Neopath Diagnostic Labs Ltd	Lusaka	Lusaka
438	New Life Medical Centre	Lusaka	Lusaka
439	Nippon Health Centre	Lusaka	Lusaka
440	Novatek Clinic (First Aid Station)	Lusaka	Lusaka
441	Odala Medical Centre	Lusaka	Lusaka
442	OM Medical Services (Dialysis Centre)	Lusaka	Lusaka
443	Optical Express Mobile Eye Clinic	Lusaka	Lusaka
444	Optical Express Zambia Limited	Lusaka	Lusaka
445	Optimal Medical and Wellness Centre	Lusaka	Lusaka
446	Optique Clinic	Lusaka	Lusaka
447	Orbit Health Care ServicesLtd	Lusaka	Lusaka
448	Oriental Quarries Industrial Clinic	Lusaka	Lusaka
449	P J's Primary Medical Centre	Lusaka	Lusaka
450	Pearl Of Health Clinic-Avondale	Lusaka	Lusaka
451	Pearl of Health Hospital	Lusaka	Lusaka
452	Pearl Of Health Hospital Ambulance	Lusaka	Lusaka
453	Pearliwhite Dental Solutions	Lusaka	Lusaka

No.	Health Facility	District	Province
454	Peerless Health Services Limited Clinic	Lusaka	Lusaka
455	Pendleton Family Services	Lusaka	Lusaka
456	Phil Optician -Leopards hill Mall	Lusaka	Lusaka
457	Phil Optician Mobile Eye Clinic -BAG 6907	Lusaka	Lusaka
458	Phil Optician -Twin Palm	Lusaka	Lusaka
459	Phil Opticians-Cosmopolitan Mall	Lusaka	Lusaka
460	Phil Opticians Cross Roads	Lusaka	Lusaka
461	Phil Opticians Ltd -Arcades	Lusaka	Lusaka
462	Phil Opticians Ltd -East Park Mall	Lusaka	Lusaka
463	Phil Opticians Ltd- Nkwazi Rd	Lusaka	Lusaka
464	Phil Opticians Ltd-Woodlands	Lusaka	Lusaka
465	Phil Opticians-Lewanika Shopping Centre	Lusaka	Lusaka
466	Philab Collection Centre-YWCA	Lusaka	Lusaka
467	Philab Collection Centre-Levy	Lusaka	Lusaka
468	Phillabs Diagnostics & Imaging Centre	Lusaka	Lusaka
469	Phoenix Health Investment (Phi Family Clinic)	Lusaka	Lusaka
470	Poleni Medicare Centre	Lusaka	Lusaka
471	PPAZ Family Planning Clinic- Lusaka	Lusaka	Lusaka
472	Precious Seed Clinic	Lusaka	Lusaka
473	Premium Medical Services (Nursing Home)	Lusaka	Lusaka
474	Premium Medical Services Ambulance – ABM 6840	Lusaka	Lusaka
475	Premium Medical Services Ltd Hospital	Lusaka	Lusaka
476	Prime Dental and Aesthetics Clinic	Lusaka	Lusaka
477	Reliance Dental Services	Lusaka	Lusaka
478	Renaissance Enterprise Limited	Lusaka	Lusaka
479	Restige Nursing Homecare	Lusaka	Lusaka
480	Risch Medical Centre	Lusaka	Lusaka
481	Rong Zeng Surgery	Lusaka	Lusaka
482	Royal diagnostic Limited	Lusaka	Lusaka
483	Royal Health Soutions	Lusaka	Lusaka
484	Royal Palms Hospital	Lusaka	Lusaka
485	Saka Surgery	Lusaka	Lusaka
486	Sanket Diagnostic	Lusaka	Lusaka
487	Sanket Diagnostics Specimen Collection Centre- UTH Branch	Lusaka	Lusaka
488	Sanket Laboratories - Levy Branch	Lusaka	Lusaka
489	Serene Home Care	Lusaka	Lusaka
490	Serene Opticians	Lusaka	Lusaka
491	Silver Lining Health Care Limited	Lusaka	Lusaka

No.	Health Facility	District	Province
492	Sishemo Clinic	Lusaka	Lusaka
493	Smile Medical & Dental Clinic-Rhodes Park	Lusaka	Lusaka
494	South Point Clinic-Avondale	Lusaka	Lusaka
495	South Point Clinic-Woodland	Lusaka	Lusaka
496	Southern Sun Ridgeway Staff Clinic	Lusaka	Lusaka
497	St John Paul II Orthopaedic Mission Hospital Ambulance	Lusaka	Lusaka
498	St. Augustine Clinic (TROPGAN)	Lusaka	Lusaka
499	St. Clare Mission Clinic	Lusaka	Lusaka
500	St. John Paul II Orthopaedic Mission Hosp	Lusaka	Lusaka
501	St. John's Medical Centre-Lsk	Lusaka	Lusaka
502	St. Marys Coptic Church Clinic	Lusaka	Lusaka
503	Star Optician Ltd	Lusaka	Lusaka
504	Sunbird Eye Clinic & Medical Centre	Lusaka	Lusaka
505	Sunbird Opticians Ltd-Levy	Lusaka	Lusaka
506	Sunga Moyo Clinic	Lusaka	Lusaka
507	Sunshine Dental Clinic Limited	Lusaka	Lusaka
508	Supreme Clinic	Lusaka	Lusaka
509	TDRC- Lusaka	Lusaka	Lusaka
510	Teba Care Hospital	Lusaka	Lusaka
511	Tender Care Clinic - Matero	Lusaka	Lusaka
512	The Gynae & Antenatal Clinic	Lusaka	Lusaka
513	Tiny Tim & Friend Clinic	Lusaka	Lusaka
514	TMS Woodlands Clinic	Lusaka	Lusaka
515	Tokyo Optician-Lewanika Shopping Centre	Lusaka	Lusaka
516	Tokyo Opticians - EastPark Mall	Lusaka	Lusaka
517	Tokyo Opticians- Cairo Road	Lusaka	Lusaka
518	Tolani Memorial Clinic	Lusaka	Lusaka
519	Trade Kings Staff Clinic	Lusaka	Lusaka
520	Trinity Health Limited	Lusaka	Lusaka
521	UNICOHS University Hospital	Lusaka	Lusaka
522	University of Zambia Clinic	Lusaka	Lusaka
523	Untold Global Domiciliary Laboratory	Lusaka	Lusaka
524	Untold Global Healit Lab	Lusaka	Lusaka
525	UTH Specimen Collection Centre- Lancet Laboratories	Lusaka	Lusaka
526	Valley View Medical Centre	Lusaka	Lusaka
527	Valley view medical centre (Backlogging)	Lusaka	Lusaka
528	Victoria Hospital	Lusaka	Lusaka
529	Victoria Hospital Ambulance ABG 1876	Lusaka	Lusaka

No.	Health Facility	District	Province
530	Victoria Hospital Ambulance AJD 6755	Lusaka	Lusaka
531	Vision Care appasamy Hospital	Lusaka	Lusaka
532	Vision Care Centre- Cairo Rd	Lusaka	Lusaka
533	Vision Care Centre- Cha cha cha	Lusaka	Lusaka
534	Vision Care Centre-Makeni Shopping Mall	Lusaka	Lusaka
535	Vision Care- East Park Mall	Lusaka	Lusaka
536	Vision Care Ltd- Levy Junction	Lusaka	Lusaka
537	Vision Care Optician-Manda Hill	Lusaka	Lusaka
538	Vision Care Opticians - Pinnacle Mall	Lusaka	Lusaka
539	Vision Care Opticians Great North Mall	Lusaka	Lusaka
540	Viva Med Hospital	Lusaka	Lusaka
541	viva Med Hospital domiciliary services	Lusaka	Lusaka
542	W. H. B. Medical Centre	Lusaka	Lusaka
543	Wellspring Specialty Hospital	Lusaka	Lusaka
544	Woodlands Specialist Clinic & Wellness Centre (Formerly Independence Clinic)	Lusaka	Lusaka
545	Zambia Breweries Staff Clinic	Lusaka	Lusaka
546	Zesco Staff Clinic	Lusaka	Lusaka
547	Zhang Ying Surgery	Lusaka	Lusaka
548	Chinsali Tazama Staff Clinic- Great North Rd	Chinsali	Muchinga
549	Kapasa Makasa University Clinic	Chinsali	Muchinga
550	Lubuto Clinic	Chinsali	Muchinga
551	Kalonje Tazama Staff Clinic	Lavushi Manda	Muchinga
552	Wapendwe Surgery	Mpika	Muchinga
553	Gesika Clinic-Stepheenson Rd	Nakonde	Muchinga
554	Corperate Medical Clinic & Laboratory	Kasama	Northern
555	Hilltop Hospital- Kasama	Kasama	Northern
556	Northern Opticians and Eye Clinic	Kasama	Northern
557	Phil Optician Kasama	Kasama	Northern
558	Snowy Hub Dental Clinic	Kasama	Northern
559	Bernaka Medical Centre	Mbala	Northern
560	Good News II Clinic	Mpulungu	Northern
561	Enterprise First Aid Station	Kalumbila	North-Western
562	Lumwana (Bumi) Township Clinic	Kalumbila	North-Western
563	Lumwana 1 Ambulance-atb901	Kalumbila	North-Western
564	Lumwana 2 Ambulance-atb899	Kalumbila	North-Western
565	Lumwana Light Industrial clinic	Kalumbila	North-Western
566	Nvumabaranda Clinic	Kalumbila	North-Western

No.	Health Facility	District	Province
567	Nvumabaranda Health Care Ltd Ambulance	Kalumbila	North-Western
568	Plant projects First Aid Station	Kalumbila	North-Western
569	Sentinel First Aid Station- kalumbila mine	Kalumbila	North-Western
570	Trident Clinic	Kalumbila	North-Western
571	Trident Occupational Health Wellness Centre	Kalumbila	North-western
572	Kabwima First Aid Station	Mushindano	North-Western
573	Chikwa Medics	Solwezi	North-Western
574	Cimy Clinic Solwezi	Solwezi	North-Western
575	FQM Ambulance Ale 5655	Solwezi	North-Western
576	FQM Health And Wellness Ambulance - Bcc 41zm	Solwezi	North-Western
577	FQM Ambulance	Solwezi	North-western
578	FQM First Aid Station No. 1	Solwezi	North-Western
579	FQM Health & Wellness Ambulance- BCD 4979	Solwezi	North-Western
580	FQM Health And Wellness Ambulance - Bbc 42zm	Solwezi	North-Western
581	FQM Health And Wellness Ambulance - Bcc 43zm	Solwezi	North-Western
582	FQM Kalumbila Ambulance-Bca 6505	Solwezi	North-Western
583	Hilltop Hospital- Solwezi	Solwezi	North-Western
584	Humkel Medical Centre- Solwezi	Solwezi	North-western
585	Kabitaka Hill Primary Care Facility	Solwezi	North-Western
586	Kansanshi 1 Ambulance: Advanced Level	Solwezi	North-Western
587	Kansanshi 2 Ambulance: Intermediate Level	Solwezi	North-Western
588	Kansanshi Mine Hospital	Solwezi	North-Western
589	Kansanshi Occupational Wellness Centre	Solwezi	North-Western
590	KMP First Aid Station No 2,	Solwezi	North-Western
591	KWS Sono-Diagnostics	Solwezi	North-Western
592	Marybegg solwezi satellite clinic	Solwezi	North-western
593	Phil Optician Solwezi Branch	Solwezi	North-western
594	Philabs Diagnostic and Imaging Solwezi Branch	Solwezi	North-western
595	Progress Medical Centre- Solwezi Branch	Solwezi	North-western
596	Sanket Diagnostic - Solwezi	Solwezi	North-Western
597	St. John`s Medical Centre	Solwezi	North-Western
598	Vision Care Optician- Solwezi	Solwezi	North-Western
599	Majolu Health Care	Chikankata	Southern
600	Dr Jain Surgery	Choma	Southern
601	Lancet Laboratories Ltd- Choma Collection Centre	Choma	Southern
602	Olive Med Clinic	Choma	Southern
603	Phil Optician - Choma	Choma	Southern
604	PPAZ Choma Reproductive H Post	Choma	Southern
605	Starlite Optics	Choma	Southern
606	Sunbird Opticians Ltd	Choma	Southern
607	Trusmile Dental	Choma	Southern
608	Venus Medical Centre	Choma	Southern

No.	Health Facility	District	Province
609	Fountain Of Hope Clinic	Kalomo	Southern
610	Goodwill Health Care Medical Centre	Kalomo	Southern
611	Kazungula Bridge Ambulance	Kazungula	Southern
612	Chreso Ministries Art/Vct Livingstone	Livingstone	Southern
613	Dr Shafik Mini Hospital	Livingstone	Southern
614	Medprof Medical Clinic	Livingstone	Southern
615	Minor Hotels Clinic	Livingstone	Southern
616	Mukuni Medical Centre-	Livingstone	Southern
617	Phil Optician Livingstone	Livingstone	Southern
618	PPAZ Youth Open Reproductive Clinic	Livingstone	Southern
619	Royal Professionals Medical Services	Livingstone	Southern
620	Ruth Kaluluma Memorial Livingstone Branch	Livingstone	Southern
621	Southern Medical Centre	Livingstone	Southern
622	Specialty Emergency Services	Livingstone	Southern
623	Starlite Opticians	Livingstone	Southern
624	Sunbird Optician Ltd- Livingstone Branch	Livingstone	Southern
625	Delta Farm Clinic	Mazabuka	Southern
626	Johnson Medical Clinic	Mazabuka	Southern
627	Kascol Staff Clinic	Mazabuka	Southern
628	Mazabuka Central Medical Clinic	Mazabuka	Southern
629	Med-Line Eye Care-Napsa Building	Mazabuka	Southern
630	MGM farm Clinic	Mazabuka	Southern
631	Musikili school sickbay	Mazabuka	Southern
632	Nanga Farms Plc Clinic	Mazabuka	Southern
633	Nkabika Clinic-Nakambala Sugar Estate	Mazabuka	Southern
634	Phil Opticians Ltd- Mazabuka	Mazabuka	Southern
635	Sub Chuula Clinic	Mazabuka	Southern
636	Sub Kaleya Clinic	Mazabuka	Southern
637	Victoria Hospital- Mazabuka	Mazabuka	Southern
638	Zambia Sugar Hospital	Mazabuka	Southern
639	Clinic of Hope	Monze	Southern
640	El-Shalom Clinic	Monze	Southern
641	Rusangu University Health Centre	Monze	Southern
642	Zesco Kariba North Bank Clinic	Siavonga	Southern
643	Crystal Medical Centre	Mongu	Western
644	Phil Opticians - Barotse Mall	Mongu	Western
645	Upperland Family Clinic- Kambule	Mongu	Western
646	Village Of Hope	Mongu	Western

10.2 List of Training Programmes Handed Over to the Higher Education Authority

No.	Training Institution	Programme(s) Offered	Owner	District	Province
1	Luapula School of Health Sciences	Diploma in Clinical Medicine Sciences	Private	Mansa	Luapula
2	Luapula School of Health Sciences	Diploma in Environmental Health	Private	Mansa	Luapula
3	Muchinga College of Nursing	Community Health Assistants Certificate	Public	Mpika	Muchinga
4	Kasama Institute of Health Sciences	Community Health Assistants	Private	Kasama	Northern
5	Chikankata College of Biomedical Science	Diploma in Biomedical Sciences	Public	Chikankata	Southern
6	South Valley University	Bachelor of Science in Biomedical Sciences	Private	Chikankata	Southern
7	Mulungushi University	Bachelor of Biomedical Sciences	Public	Livingstone	Southern
8	Mulungushi University	Bachelor of Medicine and Surgery	Public	Livingstone	Southern
9	Mulungushi University	MSc. Chemical Pathology	Public	Livingstone	Southern
10	Mulungushi University	MSc. Immuno-Pathology	Public	Livingstone	Southern
11	Rusangu University	Bachelor of Science Biomedical Sciences	Private	Monze	Southern
12	Rusangu University	Bachelor of Science in Environmental Health	Private	Monze	Southern
13	Barotseland University	Bachelor of Science in Environmental Health	Private	Mongu	Western
14	Barotseland University	Bachelor of Science in Public Health	Private	Mongu	Western
15	DMI St Eugene University	Bachelor of Science in Nutrition	Private	Chibombo	Central
16	Lusaka Institute of Applied and Health Sciences	Diploma in Clinical Medical Sciences	Private	Chibombo	Central
17	Mosa University	Diploma in Clinical Medicine Sciences	Private	Chibombo	Central
18	Mwachisompola Community Health Training	Certificate in Community Health	Public	Chibombo	Central
19	Zambia Royal Medical University	Bachelor of Clinical Medical Sciences	Private	Chibombo	Central
20	Zambia Royal Medical University	Bachelor of Public Health	Private	Chibombo	Central
21	Zambia Royal Medical University	Diploma in Clinical Medical Sciences	Private	Chibombo	Central
22	Zambia Royal Medical University	Diploma in Environmental Health Sciences	Private	Chibombo	Central
23	Zambia Royal Medical University	Diploma in Pharmacy	Private	Chibombo	Central
24	Zambia Royal Medical University	Online- Masters of Public Health	Private	Chibombo	Central
25	Kabwe College of Health Sciences	Diploma in Clinical Medical Sciences	Private	Kabwe	Central
26	Levy Mwanawasa Medical University	Certificate in Dental Attendants	Public	Kabwe	Central
27	Levy Mwanawasa Medical University Kabwe Campus	Diploma in Clinical Medical Sciences	Public	Kabwe	Central
28	Mulungushi University	Bachelor of Pharmacy	Public	Kabwe	Central
29	Mkushi College of Applied Sciences	Diploma in Clinical Medical Sciences	Private	Mkushi	Central
30	DMI St Eugene University- Chipata Campus	Diploma in Food and Nutrition	Private	Chipata	Eastern
31	Sanridge Institute of Health & Social Sciences	Diploma in Clinical Medical Sciences	Private	Chongwe	Lusaka
32	Kafue Institute of Health Sciences and Research	Diploma in Biomedical Sciences	Private	Kafue	Lusaka
33	Kafue Institute of Health Sciences and Research	Diploma in Clinical Medical Sciences	Private	Kafue	Lusaka
34	Kafue Institute of Health Sciences and Research	Diploma in Environmental Health	Private	Kafue	Lusaka
35	Kafue Institute of Health Sciences and Research	Diploma in Pharmacy	Private	Kafue	Lusaka
36	Kafue Institute of Health Sciences and Research	Diploma in Physiotherapy	Private	Kafue	Lusaka
37	Blessings, University of Excellence	Diploma in Clinical Medical Sciences	Private	Lusaka	Lusaka
38	Cancer Disease Training Hospital	Diploma in Radiotherapy.	Public	Lusaka	Lusaka
39	Cavendish University Zambia	Bachelor of Medicine and Surgery	Private	Lusaka	Lusaka
40	Cavendish University Zambia	Bachelor of Science in Clinical Medical Sciences	Private	Lusaka	Lusaka
41	Cavendish University Zambia	Master of Public Health	Private	Lusaka	Lusaka
42	Chreso University	Bachelor of Science in Public Health	Private	Lusaka	Lusaka
43	Chreso University	Diploma in Clinical Medical Sciences General	Private	Lusaka	Lusaka
44	City University Science and Technology Lusaka South Campus	Diploma in Clinical Medical Sciences	Private	Lusaka	Lusaka
45	Defence School of Health Sciences	Diploma in Clinical Medical Sciences	Public	Lusaka	Lusaka
46	Defence School of Health Sciences	Diploma in Environmental Health	Public	Lusaka	Lusaka
47	Dovecot College of Health Sciences	Diploma in Clinical Medical Sciences	Private	Lusaka	Lusaka
48	Eden University	Master of Public Health	Private	Lusaka	Lusaka
49	Eden University	Bachelor in Pharmacy	Private	Lusaka	Lusaka

No.	Training Institution	Programme(s) Offered	Owner	District	Province
50	Eden University - Great East Campus	Bachelor of Clinical Medical Sciences	Private	Lusaka	Lusaka
51	Eden University - Great East Campus	Diploma in Clinical Medical Sciences	Private	Lusaka	Lusaka
52	Eden University	Bachelor of Medicine Bachelor of Surgery	Private	Lusaka	Lusaka
53	Eden University	Bachelor of Science in Environmental Health	Private	Lusaka	Lusaka
54	Eden University	Diploma in Environmental Health	Private	Lusaka	Lusaka
55	Eden University	Diploma in Pharmacy	Private	Lusaka	Lusaka
56	Evelyn Hone College	Diploma for Ultrasound	Public	Lusaka	Lusaka
57	Evelyn Hone College	Diploma in Biomedical Sciences	Public	Lusaka	Lusaka
58	Evelyn Hone College	Diploma in Environmental Health	Public	Lusaka	Lusaka
59	Evelyn Hone College	Diploma in Pharmacy	Public	Lusaka	Lusaka
60	Evelyn Hone College	Diploma in Physiotherapy	Public	Lusaka	Lusaka
61	Evelyn Hone College	Diploma in Radiography	Public	Lusaka	Lusaka
62	Gideon Robert University	Diploma in Clinical Medicine General	Private	Lusaka	Lusaka
63	Harvest University	Diploma in Clinical Medicine Sciences	Private	Lusaka	Lusaka
64	Harvest University	Diploma in Environmental Health Sciences	Private	Lusaka	Lusaka
65	Levy Mwanawasa Medical University	Advanced Diploma in Clinical Anesthesia	Public	Lusaka	Lusaka
66	Levy Mwanawasa Medical University	Advanced Diploma in Clinical Ophthalmology	Public	Lusaka	Lusaka
67	Levy Mwanawasa Medical University	Certificate in Emergency Medical Care	Public	Lusaka	Lusaka
68	Levy Mwanawasa Medical University	Diploma in Clinical Medical Sciences	Public	Lusaka	Lusaka
69	Levy Mwanawasa Medical University	Diploma in Clinical Medical Sciences-Psychiatry	Public	Lusaka	Lusaka
70	Levy Mwanawasa Medical University	Diploma in Emergency Medical Care	Public	Lusaka	Lusaka
71	Levy Mwanawasa Medical University	Diploma in Environmental Health	Public	Lusaka	Lusaka
72	Levy Mwanawasa Medical University	Diploma in Optometry	Public	Lusaka	Lusaka
73	Levy Mwanawasa Medical University	Diploma in Dental Technology	Public	Lusaka	Lusaka
74	Levy Mwanawasa Medical University	Diploma in Dental Therapy	Public	Lusaka	Lusaka
75	LIUTEBM University	Bachelor of Science in Human Nutrition	Private	Lusaka	Lusaka
76	Lusaka Apex Medical University	Bachelor of Medicine and Bachelor of Surgery	Private	Lusaka	Lusaka
77	Lusaka Apex Medical University	Bachelor of Pharmacy	Private	Lusaka	Lusaka
78	Lusaka Apex Medical University	Bachelor of Science in Environmental Health	Private	Lusaka	Lusaka
79	Lusaka Apex Medical University	Bachelor of Science in Nutrition and Dietetics	Private	Lusaka	Lusaka
80	Lusaka Apex Medical University	Bachelor of Science in Physiotherapy	Private	Lusaka	Lusaka
81	Lusaka Apex Medical University	Bachelor of Science in Radiography	Private	Lusaka	Lusaka
82	Lusaka Apex Medical University	Diploma in physiotherapy	Private	Lusaka	Lusaka
83	Lusaka Apex Medical University	Master of Medicine in Clinical Oncology	Private	Lusaka	Lusaka
84	Lusaka Apex Medical University	Master of Medicine in Radiology	Private	Lusaka	Lusaka
85	Lusaka Apex Medical University	Master of Public Health Programme	Private	Lusaka	Lusaka
86	Lusaka Apex Medical University (LAMU)	Bachelor of Science in Public Health	Private	Lusaka	Lusaka
87	Lusaka School of Health Sciences	Diploma in Environmental Health	Private	Lusaka	Lusaka
88	Makeni College of Health Sciences	Diploma in Clinical Medical Sciences	Private	Lusaka	Lusaka
89	Natural Resource Development College	Diploma in Food and Nutrition	Public	Lusaka	Lusaka
90	Rockview University	Diploma in Clinical Medical Sciences	Private	Lusaka	Lusaka
91	Rusangu University	Bachelor of Science in Environmental Health	Private	Lusaka	Lusaka
92	Texila American University	Bachelor of Medicine and Bachelor of Surgery	Private	Chilanga	Lusaka
93	Texila American University	Bachelor of Pharmacy	Private	Chilanga	Lusaka
94	Texila American University	Bachelor of Science in Public Health	Private	Chilanga	Lusaka
95	Texila American University	Master of Public Health Programme	Private	Chilanga	Lusaka
96	Texila American University	Diploma in Pharmacy	Private	Chilanga	Lusaka
97	Trinity University	Bachelor of Public Health	Private	Lusaka	Lusaka
98	University College of Health Sciences	Diploma in Clinical Medical Sciences	Private	Lusaka	Lusaka
99	University College of Health Sciences	Diploma in Environmental Health	Private	Lusaka	Lusaka
100	University of Lusaka	Bachelor of Science in Public Health	Private	Lusaka	Lusaka
101	University of Lusaka	Master of Public Health	Private	Lusaka	Lusaka
102	University of Lusaka	Master of Science in Epidemiology and Biostatistics	Private	Lusaka	Lusaka
103	University of Lusaka	Bachelor of Medicine and Bachelor of Surgery	Private	Lusaka	Lusaka
104	University of Zambia-School of Health Sciences	Bachelor of Pharmacy	Public	Lusaka	Lusaka
105	University of Zambia-School of Health Sciences	Bachelor of Science in Biomedical Sciences	Public	Lusaka	Lusaka

No.	Training Institution	Programme(s) Offered	Owner	District	Province
106	University of Zambia-School of Health Sciences	Bachelor of Science in Diagnostic Radiography	Public	Lusaka	Lusaka
107	University of Zambia-School of Health Sciences	Bachelor of Science in Physiotherapy	Public	Lusaka	Lusaka
108	University of Zambia-School of Health Sciences	Bachelor of Science in Therapeutic Radiography	Public	Lusaka	Lusaka
109	University of Zambia-School of Health Sciences	Master of Science in Clinical Pharmacy	Public	Lusaka	Lusaka
110	University of Zambia-School of Health Sciences	Master of Science in Parasitology	Public	Lusaka	Lusaka
111	University of Zambia-School of Health Sciences	Master of Science in Physiotherapy	Public	Lusaka	Lusaka
112	University of Zambia-School of Agriculture	Bachelor of Science in Human Nutrition	Public	Lusaka	Lusaka
113	University of Zambia-School of Agriculture	Master of Science in Human Nutrition	Public	Lusaka	Lusaka
114	University of Zambia-School of Medicine	Bachelor of Medicine and Bachelor of Surgery	Public	Lusaka	Lusaka
115	University of Zambia-School of Medicine	Bachelor of Science in Clinical Sciences	Public	Lusaka	Lusaka
116	University of Zambia-School of Medicine	Master of Medicine in Anaesthesia & Intensive Care	Public	Lusaka	Lusaka
117	University of Zambia-School of Medicine	Master of Medicine in General Surgery,	Public	Lusaka	Lusaka
118	University of Zambia-School of Medicine	Master of Medicine in Internal Medicine	Public	Lusaka	Lusaka
119	University of Zambia-School of Medicine	Master of Medicine in Internal Medicine and Infectious Diseases	Public	Lusaka	Lusaka
120	University of Zambia-School of Medicine	Master of Medicine in Obstetrics Gynaecology,	Public	Lusaka	Lusaka
121	University of Zambia-School of Medicine	Master of Medicine in Ophthalmology	Public	Lusaka	Lusaka
122	University of Zambia-School of Medicine	Master of Medicine in Orthopaedic Surgery	Public	Lusaka	Lusaka
123	University of Zambia-School of Medicine	Master of Medicine in Paediatric & Child Health	Public	Lusaka	Lusaka
124	University of Zambia-School of Medicine	Master of Medicine in Paediatric Surgery	Public	Lusaka	Lusaka
125	University of Zambia-School of Medicine	Master of Medicine in Pathology	Public	Lusaka	Lusaka
126	University of Zambia-School of Medicine	Master of Medicine in Psychiatry	Public	Lusaka	Lusaka
127	University of Zambia-School of Medicine	Master of Medicine in Urology	Public	Lusaka	Lusaka
128	University of Zambia-School of Medicine	Master of Science in Pathology (Chemical Pathology)	Public	Lusaka	Lusaka
129	University of Zambia-School of Medicine	Master of Science in Pathology (Haematology)	Public	Lusaka	Lusaka
130	University of Zambia-School of Medicine	Master of Science in Biochemistry	Public	Lusaka	Lusaka
131	University of Zambia-School of Medicine	Master of Science in Clinical Neuropsychology	Public	Lusaka	Lusaka
132	University of Zambia-School of Medicine	Master of Science in Clinical Pathology	Public	Lusaka	Lusaka
133	University of Zambia-School of Medicine	Master of Science in Human Anatomy	Public	Lusaka	Lusaka
134	University of Zambia-School of Medicine	Master of Science in Pharmacology	Public	Lusaka	Lusaka
135	University of Zambia-School of Medicine	Master of Science in Physiology	Public	Lusaka	Lusaka
136	University of Zambia-School of Medicine	Masters of Science in Medical Microbiology	Public	Lusaka	Lusaka
137	University of Zambia-School of Public Health	Bachelor of Science in Environmental Health	Public	Lusaka	Lusaka
138	University of Zambia-School of Public Health	Master of Public Health	Public	Lusaka	Lusaka
139	University of Zambia-School of Public Health	Master of Public Health - Environmental Health	Public	Lusaka	Lusaka
140	University of Zambia-School of Public Health	Master of Public Health - Health Policy and Systems	Public	Lusaka	Lusaka
141	University of Zambia-School of Public Health	Master of Public Health - Human Nutrition	Public	Lusaka	Lusaka
142	University of Zambia-School of Public Health	Master of Public Health - Online	Public	Lusaka	Lusaka
143	University of Zambia-School of Public Health	Master of Public Health - Population Studies	Public	Lusaka	Lusaka
144	University of Zambia-School of Public Health	Master of Public Health- Health Promotion	Public	Lusaka	Lusaka
145	University of Zambia-School of Public Health	MSc of Science in Biostatistics & Epidemiology	Public	Lusaka	Lusaka
146	Luanshya Business and Technical College	Diploma in Environmental Health Technology	Public	Luanshya	Copperbelt
147	Lusaka Apex Medical University (LAMU)	Bachelor of Science Ultrasonography	Private	Lusaka	Lusaka
148	Sunningdale University	Diploma in Clinical Medical Sciences	Private	Lusaka	Lusaka
149	Chalimbana University	Bachelor of Science in Food and Nutrition	Public	Chongwe	Lusaka
150	Zera International College of Health Sciences	Diploma in Clinical Medical Sciences	Private	Lusaka	Lusaka

No.	Training Institution	Programme(s) Offered	Owner	District	Province
151	Kalulushi School of Health Sciences	Diploma in Clinical Medical Sciences (full-time)	Private	Kalulushi	Copperbelt
152	Kalulushi School of Health Sciences	Diploma in Clinical Medical Sciences(blended)	Private	Kalulushi	Copperbelt
153	Copperbelt University School of Medicine	Bachelor of Biomedical Sciences	Public	Kitwe	Copperbelt
154	Copperbelt University School of Medicine	Bachelor of Clinical Sciences	Public	Kitwe	Copperbelt
155	Copperbelt University School of Medicine	Bachelor of Dental Surgery.	Public	Kitwe	Copperbelt
156	Copperbelt University School of Medicine	Bachelor of Medicine and Bachelor of Surgery	Public	Kitwe	Copperbelt
157	Copperbelt University School of Medicine	Master of Medicine in General Surgery	Public	Kitwe	Copperbelt
158	Copperbelt University School of Medicine	Master of Medicine in Obstetrics & Gynaecology	Public	Kitwe	Copperbelt
159	Copperbelt University School of Medicine	Master of Medicine in Urology	Public	Kitwe	Copperbelt
160	Copperbelt University School of Medicine	Master of Public Health Programme	Public	Kitwe	Copperbelt
161	Nkana College of Health Sciences	Diploma in Clinical Medical Sciences	Private	Kitwe	Copperbelt
162	Nkana College of Health Sciences	Diploma in Environmental Health Technology	Private	Kitwe	Copperbelt
163	Rusangu University	Bachelor of Science in Environmental Health	Private	Kitwe	Copperbelt
164	Copperstone University	Diploma in Environmental Health	Private	Luanshya	Copperbelt
165	Lubuto City College	Diploma in Environmental Health	Private	Luanshya	Copperbelt
166	Chreso University	Bachelor of Science in Public Health Ndola Campus	Private	Ndola	Copperbelt
167	Chreso University	Diploma in Clinical Medical Sciences Ndola Campus	Private	Ndola	Copperbelt
168	Ndola College of Biomedical Sciences	Diploma in Biomedical Sciences	Public	Ndola	Copperbelt
169	Ndola School of Community Health	Certificate in Community Health	Public	Ndola	Copperbelt
170	Queensgate College of Health Sciences	Diploma in Clinical Medical Sciences General	Private	Ndola	Copperbelt
171	North Western University College of Health Sciences	Diploma in Clinical Medical Sciences General	Private	Kalumbila	North-Western
172	Luwi School of Nursing	Certificate in Community Health	Public	Mwinilunga	North-Western