Background of Training of Radiographers in Tanzania

- Radiographic auxiliaries school at Princess Margaret Hospital now Muhimbili National Hospital in Dar es Salaam was conducted from 1964 to 1971. Courses were between three and six months.
- Radiographic Auxiliaries School was transferred to KCMC in 1972. Courses were of one Year full time training up to 1979.
- Radiographic Auxiliaries School was upgraded to two years training and transferred from KCMC to Bugando Medical Centre in 1980.
- Entry qualification for the above training was Primary School Leavers.

Background continued …

- School of Radiography started in 1972 at Muhimbili National Hospital. To date – its entry qualifications is Secondary School leavers where it started with O levels and now the trend is changing to A levels and for in service Radiographic Assistants.
- Second School of Radiography started in October 2003 at Bugando Medical Centre by phasing out the previous School of Radiographic Assistants.
- KCM College have a proposal for starting the third school of Radiography.

Background continued …

- Tanzania like most Commonwealth Countries was eager to start the school under the British Society of Radiographers, but political situations then hindered this.
- Though this happened the Syllabus adopted was that of the Society of Radiographers.
- While other EA and Commonwealth Countries had their Exams from UK then and obtained the DSRs, in Tanzania let alone the exams being supervised individually by British radiographers (Miss Frank in particular) grandaunts received a certificate offered by the TMTB.
Background continued …
• As East African Initiatives, Tanzania joined the University of East Africa and through this initiative, the common syllabus was adopted and used in the schools in EA, and this was a great milestone for the School in Dar es Salaam to be under the umbrella of the UDSM
• There were some more initiatives by the Faculty of Medicine then of the UDSM to try to make our programmes real International by insisting on inviting external examiners from the global arena of the world. Trainers from Zimbabwe and Uganda participated actively in this.

Trend and Historical evolution in trainings
• Globally, regionally and nationally, trends in Radiography training went through several evolutions which saw a lot of changes and challenges
• In the late Eighties and early nineties, radiography education globally had several interesting revolutions
  – Europe and first world changing from Diplomas, and hospital based trainings to academic graduates in Universities and Polytechnics
  – In Most African and a developing world struggle for recognition and looking into ways through changing technologies were great challenges

Trend and Historical continues …
• In the ISRRT report on the Conditions for the Education of Radiographers within Africa (published 2004) in the part of the introduction it states:
  – “Introduction of technologies in the field of Radiography, in the last few years, has also meant great changes in radiography education and practice. Due to this increase of newer technologies there s an ever increasing demand placed upon diagnostic and therapeutic radiography services. In response to these demands, skill mix and emergence of new and extended roles are introduced for Radiographers”

December 2004
• Despite all these words of pushing for the move in the field, some disappointing responses were cropping up like this from Cameroon translated
  – “It is with great pleasure that I received the document with regard to the education of radiographers in my country. Thank you for trusting us, but unfortunately I have to inform you that for 16 years we don’t educate radiographers any more. … so please help us to reopen our only school that was closed 16 years ago. Help us even to create a private school. Friendly greetings”

Radiography Education in Africa and changing role of training Institutions
• Radiography Education in Tanzania and in Africa as whole has and is continuing to undergo several challenges and needing to meet the mixed and extended roles of Radiographers
• In UK traditionally our mentors in Radiography, no radiographer was allowed to:
  – Comment on films even though a referring clinician could not spot a problem
  – Not allowed to give injections (IVPs then etc)
  – Several don’ts and don’ts for Radiographers

Changing roles continues …
• In Tanzania and most of African Countries, Radiologists are not so many and those we have are either at Big National or University Centres
• Radiographers are all alone every-thing in X-Ray, they are Technical Experts, Clinical Experts, Stores experts, Equipment consultants say any
• Clinicians are depending on Radiographers and in some places Radiographic Assistants for their opinion on the Radiological Examinations they do.
• They will
  – “?? Report the films??”
  – Give injections
  – Advise everything on X-rays (not theirs roles)
Changing roles continues …

- Well by the time we discovered that even our colleagues in UK where Radiologists are scarce but not acute as here, have started off with a dot system, pattern recognition and extending roles of radiographers to radiological procedures, we were in the process of developing training programmes suiting our situations, not only not having Radiologists, but also Radiographers working in isolation and being prone to the Kilimanjaro Syndrome.

Knowledge level %age

- The Kilimanjaro Syndrome

Teaching practice and status of programmes

- This leads us to looking into the programmes we are offering, change in curriculum and extend roles of Radiographers our colleagues from Fonty’s participated actively.
- The curriculum now included:
  - Pathology including Radiological pathology
  - USS which was not in previous ones
  - Administrative studies and some bit of operational research techniques
  - Primary Health care and Health systems to enable Radiographers be integrated into the health care system.
- But now the curriculum is overloaded, look at our curriculum you have a feeling that it produces graduates with may be BSc or higher.
  - Need for selecting and rejecting is great.

Higher awards, good part and limitations

- Now the Challenges:
  - Everyone need higher awards and in Tanzania we are in the trend
  - Should it be Advanced Diploma?? No the Universities now do not like it may be to Technical Education Authorities
  - Be degrees, well through where the Universities?? Are they keen on taking up with s??
  - Through Technical education Authorities (like NACTE in our place)

Higher awards and challenges …

- What is up in Tanzania:
  - BSc in Radiation Therapy is starting this September (well even the M.Med Radiology is starting)
  - But the BSc radiography was in pipeline before the therapy one – there are still huddles to overcome
    - What will be a position of Diploma holders
    - What will be the position of those with post Diploma Qualifications, some in Education, Management, Research, New Imaging Mode, Sonography etc. etc.
    - Teachers?????

How are we meeting these challenges

- Agreed from the beginning that A Radiographer with a Diploma and some years experience will not need the whole training again, but need to identify some credits needing to be filed
- In other countries in Europe, they made such programmes as bridging courses and the like, to give chance to practicing radiographers to enter higher degrees programmes, but also they had things like applied degrees et. etc.
- Most of our African Countries, in name of maintaining standards of their Universities, think that a Graduate radiographer has to start afresh. (Me starting to learn how to X-ray a finger, which I have taught for over 20 years??)
- Programme to be made will have to be able to accommodate the existing personnel, in or situation is not very new as it was the case for nurses and are managing.
Meeting the challenges continues…

• Teachers a big problem for such programmes, the Government was not ready to sponsor Radiographers for their first degrees
• Few who obtained on their initiatives are not yet recognised
• Well we have some solution with the University of Bergen in Norway if it works
  – Exchange programme for students and teachers
  – Teachers preparation through exchange, and use of visiting lecturers
• A big challenge is language (undergraduates learn in Norwegian)

Graduate radiographers??

• Another dilemma
  – Do we need them?? What will be their roles??
  – How will we differentiate them with those roles of Diploma holders??
  – How do we call them (Nurses said NO Graduate, NO Diploma) we were told no one is called Officer if not graduate and all calling themselves Professionals must be graduates (National Establishment Policy – Tanzania)

Graduate radiographers …

• We are required to develop the name for them suggestions were many
  – Radiology Technologists??
  – Radiology Technology Scientists??
  – Just Radiographers as they are in reality??
  – Radiography Officers??
  – We are forced by policy and pressure to choose an name and until Diploma personnel are out they have to be distinguished
  – There was some pressure to call Diploma holders Assistant radiographers and those with Degrees radiographers – who will accept that??? No

• We were pushed to choose Radiography Officer for Graduate radiographers thus they have different Scheme of Service, which will see them through to the Consultant level
• There is big debate to make all courses at MUHAS to have minimum of 4 years, the good part of it is the remunerations are good than 3 years, our proposed is three years
• Despite all these, we need to resolve all the hassles before next academic year (2008) as BSc Radiography (must) start then and have the first batch of students
• It is a great challenge

What is our way forward

• The Diploma school is still needed and will still be under the Institute of Allied health Sciences (MUHAS)
• BSc Radiography and Radiotherapy will start in the School of Medicine Department of radiology and Imaging MUHAS
• School of Radiography Teachers identified as some of trainers of these programmes together with Academic staff of the Radiology Department, thank God for the new recruitments in the Department

Way forward continues …

• Paper work almost through and the proposed curriculum for BSc Radiography is ready
• Agreement with Bergen University Signed looking forward for the first batch of exchange students from Bergen next year January
• Efforts are being made to acquire places for tutor to have higher qualifications that their teaching positions are not jeopardised
• Helps us with your experiences
It was a pleasure share with you and
THANK YOU FOR LISTENING