

Welcome to CCBRT

CCBRT is the largest indigenous provider of disability and rehabilitative services in Tanzania.

Through its disability hospital, community programmes and outreach schemes in and around Dar es Salaam and Moshi, more than 120,000 people directly benefit from CCBRT's services each year.

Website: www.ccbtr.or.tz

Quarterly Highlights

- Kupona Foundation established
- Baobab Maternity Hospital discussed with UN's Deputy Secretary-General
- Government gives first installment for staff pay
- Recruitment service begins
- 725 health volunteers trained
- Three community projects commence
- But...lack of power is a major problem



NEWSLETTER

CHANGING LIVES, CHANGING COMMUNITIES

International Foundation Set Up

CCBRT has launched its own International Foundation in the United States to fundraise specifically for CCBRT in order to help secure the organisation's long term future.

Establishing this new arm of CCBRT is a very significant step forward for us. With the planned Baobab Maternity Hospital due to go under construction at the end of 2009, with other costs increasing in Tanzania and with pressure on donors worldwide because of the global recession, it has become increasingly important to broaden our partner base if CCBRT is to be sustainable in the long run.

The new Foundation has been named the Kupona Foundation (Kupona is a Kiswahili word meaning 'to heal') and has been regis-



The inaugural board meeting of the Kupona Foundation in New York, March 2009.

tered as a non-profit public charity in the state of Delaware. An Executive Director has been appointed to run the Foundation (more on page 3).

The Foundation's first board meeting took place in New York in early March. Among the attendees were Dr Slaa, CCBRT's Chairman and Erwin Telemans, CCBRT's CEO along with Mark Green, former US Ambassador to Tanzania and Peter Maddens, former Belgian Ambassador to

Tanzania who are now based in New York and who are Kupona Foundation Board Members. Peter is the Foundation's Chairman.

During this trip, the team also met Dr Asha-Rose Migiro the Tanzanian Deputy Secretary-General of the United Nations who showed great interest in the Baobab Maternity Hospital in particular.



Meeting Dr Asha-Rose Migiro, the UN's Deputy Secretary-General in New York.

Hospital Hit by Power Crisis

2009 began so well with the launch of the Kupona Foundation and other developments outlined in this newsletter. However, other things are sent to try us! For most of this year, we have been beset by power problems. Difficulties with a transformer owned by The Tanzania Electric Supply Company (TANESCO) have meant that we have been

working with no or very low electricity supply and, consequently have had to rely heavily on our back up generator in order to remain functional.

Fuel expenditure for the generator in the first quarter of the year has been significantly higher than normal. The transformer is not strong enough to cope with

the demand from CCBRT plus the demand for power from the surrounding area, yet current expenditure on fuel cannot be sustained indefinitely.

We are at the point where we may be forced to pay for a new transformer ourselves (approximately US\$15,000) if we are to remain open and safely perform surgeries.

New Recruitment Service Begins



A job interview taking place between a new client and Radar Development at CCBRT's Disability Hospital.

CCBRT now offers access to an on-site recruitment service for people with disabilities and HIV/AIDS - the first service of its kind in the country. We have partnered with Radar Development, a not for profit arm of Radar Group which is a well respected group of companies offering recruitment, training and educational books in Tanzania. Radar Development officially launched the new jobs service in mid February. As well as raising awareness about the facility through the wards at the disability hospital, with other Disabled People's Organisations and through the media, Radar has been actively engaging in discussions with potential employers about recruiting peo-

ple with disabilities. According to draft legislation, in firms of 50 or more, 5% of employees will be required to be people with disabilities who make for a loyal and hard working workforce.

Taya Darch, Radar Development's Project Manager said, "In the few weeks since we launched, we have already registered more than 250 people with disabilities looking for work on our books and placed 5 people in new jobs. But the service doesn't stop once we place someone in a suitable job. We will offer follow up support to both the recruit as well as the company who has made the hire to ensure that both parties are happy."

One of the major challenges Radar has come across is with infrastructure. Very few organisations have adequate toilet facilities or ramps to enable an inclusive environment for people with disabilities and sensitizing employers that issues such as these can be easily overcome will be a major part of Radar's approach going forward.

Another challenge is the current business environment which has forced some companies to halt their recruitment plans. Despite this, Radar Development is aiming to place over 150 people with disabilities in jobs this year.

Government Recognition for CCBRT's Work



The government will contribute up to 70% of the annual cost of hospital staff salaries.

CCBRT's status as a Regional Designated Hospital means that we are now eligible for much needed support on staff salaries. We achieved this status after we entered into a Public/Private Partnership with the Government of Tanzania in November 2007. The Partnership signifies the increased cooperation between CCBRT and the government and illustrates government recognition of the value of CCBRT's work. In February, we received the first installment on staff pay from the Ministry of Health and Social Welfare. Over the year, this financial support amounts to nearly 70% of all staff salaries at the

Disability Hospital being paid for by the Tanzanian Government. This is a major and valued contribution.

Other officials offering their support for CCBRT this quarter included former French Finance Minister and current Managing Director of the International Monetary Fund, Dominique Strauss-Kahn who made a donation to CCBRT following a tour of the hospital.

Princess Mathilde of Belgium is another former guest and valued supporter of the organisation. In February, CCBRT's CEO was



Head of the IMF, Dominique Strauss-Kahn at CCBRT (L).

invited to the Royal Palace in Brussels along with the former British High Commissioner to Tanzania and his wife to discuss future collaborations on supporting CCBRT's services.

CCBRT Says 'Thank You' to Staff & Partners



Mama Salma Kikwete, Tanzania's First Lady, presenting a cheque to CCBRT's Kira Thomas with Mr Shekar Reddy, Chairman of Tarangini (c).

All 320 employees at CCBRT were invited along to the annual staff party held in January. The day of games and socialising on the beach was a good opportunity for the management to acknowledge the hard work and loyalty of CCBRT's staff particularly in working in the challenging conditions created by the ongoing power problems.

Some of CCBRT's staff can be

found during the course of their every day work in a new promotional DVD which has just been completed. The aim of the DVD is to highlight our activities to a broader audience and we hope the short film may be featured on national television to raise awareness about our services.

Another 'thank you' this quarter goes to one of our partner organisations, Tarangini, which kindly

donated a cheque for 30 eye surgeries to CCBRT to mark the 60th anniversary of India's Republic Day. CCBRT's new Marketing and Fundraising Manager, Kira Thomas, was presented with the cheque by Mama Salma Kikwete, the wife of Tanzania's President. Kira's appointment in January will enable a more coordinated and comprehensive approach towards corporate and private donors in East Africa.



Physiotherapy will be among the services on offer for people with disabilities at the new day care centres in Dar es Salaam.

“During this combined training with AMREF, I showed 725 health volunteers and trainers how to identify cataract. Importantly, they also now know where to refer patients with cataract and other disabilities.”

Yohana Kassawala,
Head of the Mobile
Outreach Programme



Katie Johnson, Kupona Foundation Executive Director, on a field visit during her orientation week at CCBRT.

Three New Projects for Tanzania Underway

CCBRT is heavily involved in three major new community projects all of which officially started in the first quarter of 2009. CCBRT is the local partner in a major day care centre project funded by the EU and led by Italian NGO CEFA. Construction for the day care centre building in Mbagala, Dar es Salaam is nearly complete, training of staff on HIV/AIDS and disabilities has begun and the core team at the centre is in the process of being put together. Radar Development assisted one new member of staff in getting a job at the centre. Another community project in Dar es

Salaam, funded by cbm New Zealand is also underway and the project managers teamed up with the Mbagala team on training new staff.

Meanwhile, CCBRT is the local partner for a cbm US project, funded by PEPFAR, which focuses on making HIV/AIDS services more accessible to people with disabilities all over the country. PEPFAR consultants have just finalised an organisational capacity assessment at CCBRT which analysed CCBRT's administration, HR, organisational and financial policies. Tom Bourez,

Director of Community Programmes says, “This assessment was extremely useful. Not just for this project but it will also help us raise our standards across the organisation by improving and coordinating our administration procedures and policies. This should enable us all to work together in a more efficient way.” CCBRT is in the process of employing key staff to run the project and aims to have the core team in place at the beginning of May. It is hoped that 18,000 people with disabilities across five districts will get improved access to HIV/AIDS services this year.

725 Health Volunteers Trained to Spot Cataract

The head of our mobile outreach team was invited to join an AMREF training programme in Mtwara, south eastern Tanzania - an area not reached before by our services. AMREF has a good network of volunteers on its malaria control programme across 18 wards in the area and we linked up to raise awareness about the types of disabilities that CCBRT can treat. During the training, 725 people

from 11 different wards and 76 villages in the area learned how to recognise cataract, about the services CCBRT offers and trainers were advised when to refer patients to local eye hospitals and, in complicated eye cases and orthopaedic cases refer them to CCBRT. During the training it became clear that there is a strong demand for CCBRT services in this area of Tanzania and we left many

posters, leaflets and training manuals so that more people in need of our services can access us.

In other training news, one of our low vision specialists has headed off to India for 6 months training in low vision therapy. And staff in the eye department received training on Phaco (a modern form of cataract surgery) from a visiting doctor from the UK.

Meet the Team: Katie Johnson

27 year old Katie Johnson has recently taken up her post as Executive Director of the Kupona Foundation to fundraise for CCBRT in the US. Following her graduation from Boston College, Katie began fundraising for a non-profit paediatric hospital in Texas and was later involved in programme development and fundraising for an educational project for immigrants and refugees. Graduate school then beckoned and, prior to her appointment, she was completing her studies in ‘Ethics and Public Policy’. Katie’s

first task was to come up with a name for the Foundation and following research and liaison with brand experts put forward the name Kupona (“to heal”), a name which has already sparked much interest in the US, she says. As for her biggest challenge, it is, “the recession – without a doubt”, but she believes that CCBRT has valuable credentials. “Charities are held to professional standards in the US and accountability, honesty and good reporting procedures are key requirements for major US donors. CCBRT al-

ready has excellent controls in place to satisfy these demands. The clarity of financial information and clear tracking procedures showing that funds go where they are supposed to go will be one of my biggest resources.” During a week’s orientation at CCBRT at the end of March, Katie maintains that the professionalism of staff, across the board, has left an indelible impression. “Everyone is passionate in their desire to change things for the better and the commitment to patients and clients is apparent.”