

ZANZIBAR NURSES ASSOCIATION ANNUAL MEMBERSHIP SURVEY REPORT

OCTOBER 2017

1.0 Introduction

The Zanzibar Nurses Association (ZANA) is a nongovernmental organization registered in Zanzibar since 1992 with the aim to improve the professional standard of nursing care and services that promote the well being of the community. at early stage ZANA required to improve nurses but extend their role toward proving better services to the communities Currently ZANA has 500 members across all 10 Districts of Zanzibar out of possible 2000 nurses and midwives recorded by Nurses and midwives council .

ZANA conducted annual General meeting at 28- 29th October 2017 to full fill constitution requirement, the meeting were attended by 100 members and non members from all 10 districts of Unguja and Pemba, the meeting was supported by Aga Khan University under John son John son support

The overall objective of ZANA

To develop, advocate, promote nursing profession to foster high standard of nursing and midwives practice, nursing education and research for the betterment of Nurses / Midwives and communities.

Specific objectives.

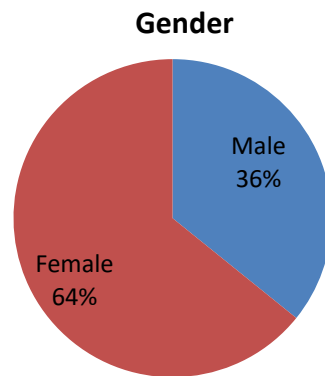
1. Fight for and protect the rights of nurses,
2. Network with national and international nurses'.
3. Lobby for the development of nursing and midwifery fields and provision of quality nursing and midwifery services,
4. Keep the nurses of Zanzibar well informed of new development in the field of nursing and other health techniques.
5. Encourage Zanzibar youth to join nursing field,
6. Collaborate with associations or organs dedicated in health promotion
7. Represent the interest of Zanzibar nurses in national and international conferences.
8. Facilitate the public and the community at large on health promotion.
9. Establish friendly relations between the Association and other nursing societies of Africa and the world at large.
10. Ensure and protect the rights of nurses and that every nurse receives a just return for his/her services

2.0 Methodology

3.0 Result

The result show that female were more 64.2 % compare with male 35.8% this profession of Nurses and midwives is women dominated.

Table 1. Respond by Gender



	Sex	Number	%
1	Male	29	35.8%
2	Female	52	64.2%
	Total	81	100 %

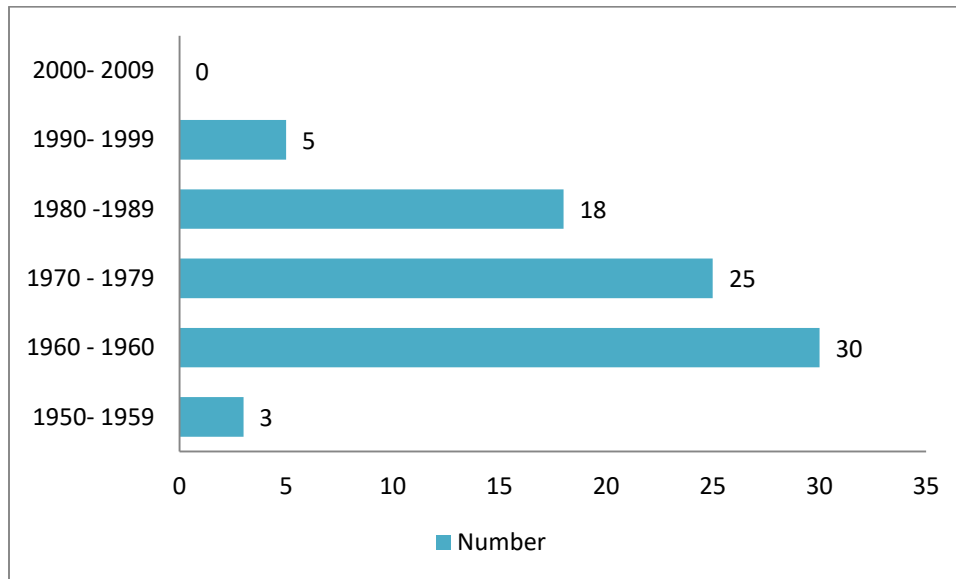
Table 2. Professions

	Profession	Number	%
1	Nurses	30	37.%
2	Midwives	7	8.6%
3	Psychiatric	4	5%
4	Both	40	49.4%
	Total	81	100%

The table above shows both Nurses and midwives is leading by 49.4% followed by general Nurse by 37 %. Midwives and Psychiatric specialization are closer .

There majority of Nurses in Zanzibar and their profession graduate component have Nurses and professional contents

Table3. Variable of date of Birth



	Year of Birth	Number	%
1	1950- 1959	3	3.7 %
2	1960 - 1969	30	37.%
3	1970 - 1979	25	30.9%
4	1980 -1989	18	22.2%
5	1990- 1999	5	6.2%
6	2000- 2009	0	0
	Total	81	100 %

The result shows 37 % are aged between 57- 48 years followed by 30.9% aged 47- 38 years old and 22.2 % are aged 37- 28 years old, the survey indicate majority of respondents were nurses and midwives members with enough experience and closer to retired from employment

Table 4. Profession Education level

	Profession level	Number	%
1	Certificate	6	7.4%
2	Diploma	45	55.5%
3	Degree	22	27.2%
4	Master	8	9.9%
5	PHD	0	0
6	Total	81	100%

According to the finding table above the large proportion 55.5 % of respondents hold Diploma/Advance followed by 27.2% hold degree level, 9.9% hold master and 7.4 % hold

certificate in nursing. This survey found majority of ZANA members hold Diploma rather to degree and master.

5. Work place

	Work place	Number	%
1	Public Sector	66	81.5%
2	Private sector	12	14.8 %
3	Faith base	3	3.7 %
	Total	81	100%

The survey shows that 81.5% of members are government employee followed by private by 14.8 % and only 4% id faith base organization employees.

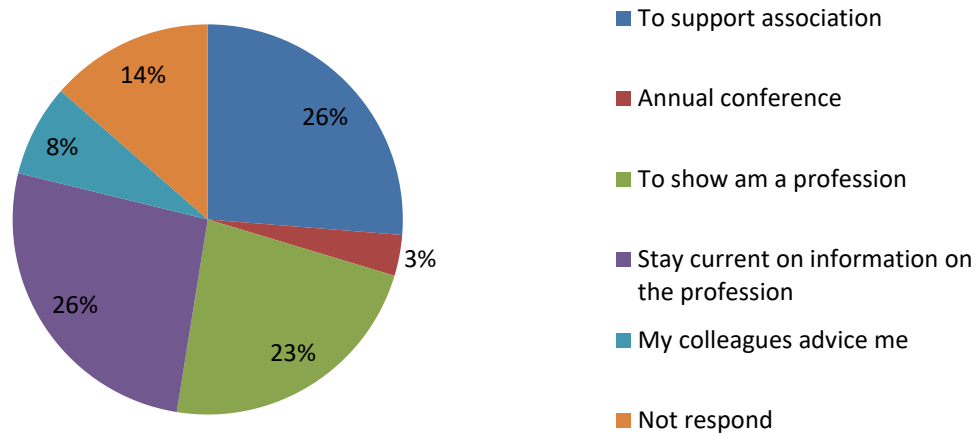
6. Length of active Membership in Association

	Years	Number	%
1	< then 2 years	7	8.6%
2	2- 5 years	11	13.6%
3	5-10 years	7	8.6%
4	10- 20 years	15	18.5%
5	20 yrs and above	17	21%
6	Not members	24	29.6%
	Total	81	100%

According to the finding of survey it indicate that the large proportion 29.6 % were not our members followed by those who have membership for 20 years and more by 21% and those with 10 – 20 years by 18.5 % followed by those with 2-5 years. Therefore the survey the members who have two years up to 20 years almost 61.7%

7. Primary reason for Joining ZANA N=81

Reason for Joining ZANA



	Reason	Frequency	%
1	To support association	31	38.3
2	Annual conference	4	4.9
3	To show am a profession	27	33.3
4	Stay current on information on the profession	31	38.3
5	My colleagues advice me	9	11.1
6	Not respond	16	19.8

The majority of respondents Nurses and Midwives prefer to joint to support the association and to stay current inform on professional and to show that there is professional but more than 16 members did not respond with question.

8. Table : members Satisfied with ZANA performance

No	Response	Total	%
1	Very satisfied	5	6.2
2	Somewhat satisfied	29	35.8
3	Natural	14	17.3
4	Somewhat dissatisfied	11	13.6
5	Totally dissatisfied	8	9.9
6	Not respond	14	17.2
	Total	81	100%

The table above shows 35.8% of members are somewhat satisfied followed by natural by 17.3% those who are somewhat dissatisfied is 13.6%, the survey found out the level

of somewhat satisfied and natural hold water by 53% there more than half of our members still having hope with Association

9. What are the best aspects of ZANA N= 81

No	Response	Frequency	%
1	Administration	25	30.9
2	Services offered	24	29.6
3	Accountability to members	25	30.9
4	Infrastructure /offices	6	7.4
5	Networking	20	24.7
6	Advocacy	18	22.2
7.	Not respond	14	17.3

The survey respondents were asked to rate the best aspect of ZANA doing, when this response were viewed , the accountability to members and aspect of Administration are rating higher by 30.9% followed by service offered by 29.6% and networking by 22.2% , the survey explore ZANA perform best to her members in Administration and accountality.

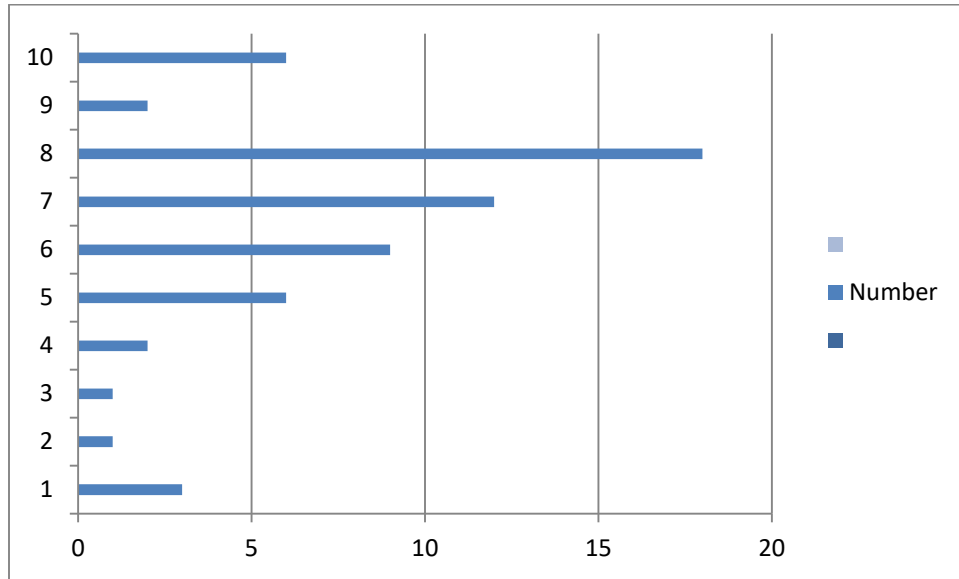
10. What Service would you wishes to access in ZANA N=81

	Services	Frequency	%
1	Access to news letter	3	3.7
2	Access to scientific journals	6	7.4
3	Continuous development courses	11	13.6
4	Education and carrier support (job opportunities career advice)	29	35.8
5	Scholarships	20	24
6	Nursing /Midwives award	12	14.8
7	Professional certification	8	9.9
8.	Mentorship opportunities	23	28.4
9	Conference and Workshops	17	21
10	Not respond	22	27.1

11 ZANA Recommendation Ranking N= 81

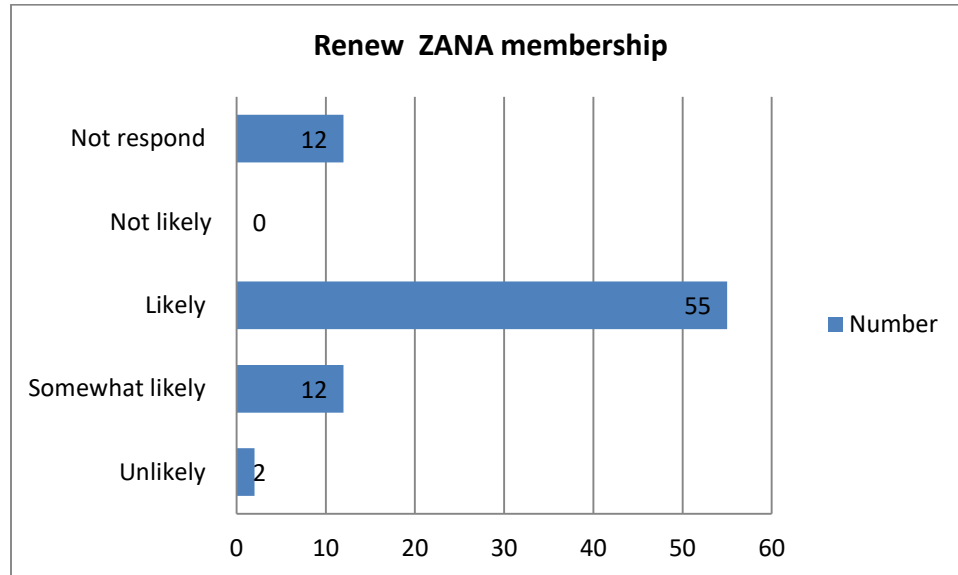
	Ranking	Number	%
1	1	3	3.7
2	2	1	1.2
3	3	1	1.2
4	4	2	2.5
5	5	6	7.4
6	6	9	11.1
7	7	12	14.8
8.	8	18	22.2

9	9	2	2.5
10	10	6	7.4
11	Not respond	17	21



The survey shows majority of members rating ZANA its performance by eight top followed by raking seven followed by six. This is to said that members have much trust with how ZANA working, the suggestion from respondents rating higher performance.

11. Planning to renew ZANA membership



	Renewal membership	Number	%
1	Unlikely	2	2.5
2	Somewhat likely	12	14.8
3	Likely	55	67.9
4	Not likely	0	0
5	Not respond	12	14.8
	Total	81	

12. Suggestions for improvement N= 81

No	Suggestion	Frequency
1	More involvement is needed for students given kind of temporally membership before they graduate	1
2	To have strong ZANA leadership , Accountability , networking ,supervision for improve our organization	20
3	Promote knowledge ,information, training to improve performance, mentorship and changes to sharpen nursing ethics and provide god quality care to the patients	12
4	Lobbing for oppportunity focusing nursing services improvements , education , upgrading , scheme of services, salary ,uniforms, Allowances	15
5	Lobbing to attend international conference, and training oppportunity	5
6	Increase community education on health and non health matters	7

7	Relationship with other nurses Association within and outside countries	7
8	influence Government to support our Association and offer scholarship	8
9	Conduct study towers to other Nurses and midwives professionals	4
10	Do mapping ,mobilize more Nurses to join Association and to have strong professional	26
11	Create information centers where nurses and midwives can access information	5
12	Strengthened ZANA branch Unguja and Pemba and strengthened communication channels	5
13	Regular meeting with members and non members, Visit at their working area to understand their problems , challenge faced and find possible solution and educate them,	16
14	ZANA should work with Nurses Council to improve Nursing and midwives services	3
15	Sensitize Nurses to perform different types of research to improve performance	5
16	Lobby funds to implement ZANA activities and sensitize members to pay their fee	5
17	To increase publicity of ZANA objectives to all Nurses in Zanzibar	3
18	Look opportunity of being trade union and review ZANA Constitution	2
19	Do follow up to private sectors to check nurses employee and their challenge faces	1