

## HUMAN RESOURCES FOR TREATING NEW CANCER CASES IN CAMEROON

### Executive Summary

The purpose of this report is to describe the human resources needed in Cameroon to treat new cancer patients. The population of Cameroon is approximately 20.47 million (10.22million men and 10.25 million women) and the estimated number of new cancer cases in Cameroon for the year 2012, based on GLOBOCAN data (<http://globocan.iarc.fr/>) for Cameroon as a whole was 13781 (5450 in men and 8331 in women) (Table A).

The five most common cancers in Cameroon are (1) breast, (2) gynecological (cervix uteri, corpus uteri and ovary), (3) hematological malignancies (Hodgkin lymphoma, non-Hodgkin lymphoma, multiple myeloma and leukemia), (4) urological (bladder, kidney, prostate and testis) and (5) head and neck (lip, oral cavity, nasopharynx, other pharynx, larynx and thyroid).

Table A: The ten most frequently occurring cancers in Cameroon for men and women based on 2012 GLOBOCAN data.

Cancer	BOTH SEXES		MEN		WOMEN	
	Incidence	Rank	Incidence	Rank	Incidence	Rank
All cancers excl. non-melanoma skin cancer	13781		5450		8331	
Breast	2625	1			2625	1
Gynecological	2517	2			2517	2
Hematological	2204	3	1218	2	986	3
Urological	1376	4	1303	1		
Head and Neck	1107	5	718	3	389	4
Liver	727	6	550	4	177	6
Colorectal	420	7	203	5	217	5
Stomach	277	8	152	7	125	7
Kaposi sarcoma	222	9	161	6	61	11
Lung	178	10	112	8	66	10
Melanoma of skin	137	11	67	11	70	9
Esophagus	123	12	81	10	42	13

Pancreas	104	13	83	9	21	14
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Newly diagnosed cancer patients need pathology, surgery, chemotherapy and/or radiation therapy. The number of oncologists needed is based, therefore, on the number of patients requiring pathology, surgery, chemotherapy and radiation therapy (Table B). This number is estimated from the percentage of patients requiring surgery, chemotherapy and/or radiation therapy for the top ten cancers in both men and women.

For developing countries the International Atomic Energy Agency (IAEA) recommends training Radiation/Clinical Oncologists who can prescribe both radiation and chemotherapy for the common solid cancers, instead of separate medical and radiation oncologists. Hematological malignancies are treated primarily by hematologist-oncologists. The number of specialists needed is based upon the number of cancer patients but each city, in order to ensure coverage if one person leaves or goes on vacation, must have at least 2 surgical oncologists, 2 radiation/clinical oncologists, 2 hematologist oncologists, etc.

Table B: Number of Oncologists needed for Cameroon's 2 most populous provinces based on 2012 population estimates (<http://citypopulation.de/>) and 2012 GLOBOCAN data for new cancer cases.

	Population	New Cancer Cases	Hematologist Oncologists	Surgical Oncologists	Radiation / Clinical Oncologists	Urologic Oncologists	Gynecologic Oncologists	Pathologists
Centre (Central)	3730800	2512	2 <sup>‡</sup>	3	13	2 <sup>‡</sup>	2	6
Extrême-Nord (Far North)	3669600	2471	2 <sup>‡</sup>	3	13	2 <sup>‡</sup>	2	5

<sup>‡</sup>At least 2 are needed in each province.

In addition to oncologists, support staff such as onco-pharmacists, pharmacy technicians, oncology nurses and palliative care specialists is also needed. Many cancer patients require hospitalization for diagnosis, treatment and/or complications, therefore an adequate number of oncology beds will be needed. The number of oncology nurses, onco-pharmacists and pharmacy technicians needed is based upon the number of beds occupied daily by cancer patients while the number of palliative care specialists is based on the number of new cancer cases per year (Table C). The oncology nursing staff for each 24-bed oncology unit (operating 24 hours a day, 7 days a week) comprises of one head nurse and a nurse specialist as well as 13 nurses working 8 hour shifts, 5 days per week.

Table C: Number of Oncology Units, Nursing and Pharmacy Staff needed for Cameroon's 2 most populous provinces based on 2012 population estimates and 2012 GLOBOCAN data for new cancer cases.

	New Cancer	Maximum # of beds/day	# of 24 bed oncology	Onco-Pharmacists	Onco-Pharmacy	Palliative Care	Oncology Nursing Staff other than
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	Cases		wards		Technicians	Specialists	Radiation Oncology Nurses
Centre (Central)	2512	38	2	8	12	6	30
Extrême-Nord (Far North)	2471	38	2	8	12	5	30

Since many cancer patients require radiotherapy, appropriately equipped facilities will be needed along with radiation oncology staff (Tables D and E). Radiation oncology staff includes radiation therapy technicians, medical physicists, Linac engineers and radiation oncology nurses in addition to radiation/clinical oncologists. The minimum radiation therapy equipment requirements are at least one of each: Linac, brachytherapy unit, CT simulator, treatment planning computer and dosimetry/quality assurance package.

Table D: Radiation Therapy Staff needed for Cameroon's 2 most populous provinces based on 2012 population estimates and 2012 GLOBOCAN data for new cancer cases.

	New Cancer Cases	Radiation / Clinical Oncologists	Radiation Therapy Technicians	Medical Physicists	Linac Engineers	Radiation Oncology Nurses
Centre (Central)	2512	13	16	6	2	6
Extrême-Nord (Far North)	2471	13	16	6	2	6

Table E: Radiation Therapy Equipment needed for Cameroon's 2 most populous provinces based on 2012 population estimates and 2012 GLOBOCAN data for new cancer cases.

	New Cancer Cases	Linacs / Co 60 Megavolt Units	# of Brachytherapy units	# CT simulators	# of treatment planning computers	# of dosimetry/QA package
Centre (Central)	2512	3	2	2	2	2
Extrême-Nord (Far North)	2471	3	2	2	2	2

NOTE: Guidelines from the IAEA of the United Nations were used to calculate the radiation therapy equipment and staff needed in the setting of a developing country. Guidelines from the Oncology Nursing Society were used to calculate the number of nurses needed. Several other specialty societies were also

requested to provide guidelines but in most cases there were none, therefore colleagues active in those fields were consulted for estimating the number of staff needed.