

The effectiveness and ineffectiveness of front-line health workers in determining better health outcomes for maternal health in Alkaleri LGA Bauchi State, Nigeria

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Background: The health workers have been contributing immensely to the primary prevention of disease in both community and health facilities with emphasis on the front-line health workers, they play a critical role in providing a local context for proven health solutions, and they connect families and communities to the health system. The aim of the study is to find out the effectiveness and ineffectiveness of front-line health workers in determining better health outcomes for maternal health in Alkaleri LGA Bauchi State Nigeria.

Method: A questionnaire was given to all randomly select Frontline health workers (Nurses, Midwife, CHO, CHEW, and JCHEW) Household and patients attending the antenatal clinics who access the services in the selected health facility in Alkaleria LGA within three days (December 2015). The questionnaire was self-completed by the FLHW, Household, and patients. Data were collected from respondents and were analyzed through descriptive analysis using frequency and percentage.

Result: 85 questionnaires were completed, 33% age between (26-30), with 58% females and 42% males, there were over 27% of CHEW given majority of the FLHW in the facilities, 76% of the FLHW working in the health facilities are in the rural area, 29% have 1-4 years' experience in service, 73% good work effectiveness to service delivery, 68% lack of equipment as most challenging thing in the job, with 44% training as the most enjoyable part of your job, 66% average in team working skills, 80% orderly in handling client flow at work, 83% increase in Human resource to help you handle work related stress better, 71% average in employee motivation in this organization, 51% promotion is a key factor in other to motivate employees in the organization, 75% consult with supervisor as authority in handling your job, 56% Good opinion about employee treatment in this organization, 61% need frequent training of staff to see change, 76% none of the above were given refresher training on maternal mortality and family planning in the last 6 months, 41% 3 -5 years have been in this facility, 63% very good relationship with people in the community, 42% once in three months come to the clinics, 62% very good health care worker relationship with you, 92% Yes satisfied with the care received in the clinic, 54% yes often have collaboration meeting among the Health facility and community, 92% No do not pay any amount when consulted by the Nurse and 38% Government provide the drugs and equipment to the facility.

Conclusion: The data identify a relatively good work effectiveness to service delivery but the lack of equipment as the most challenging thing in the job. The quantum of this effect has high impact on the effectiveness of services delivery leading to difficult limitations by health care worker to perform effectively in the quality of the service delivery and variability across studies

Biography

Mr. Ibrahim Suleiman, he has published more than 5 Abstract papers in reputed conferences As a HTS Community Officer with Jhpiego in Nigeria who is charge to provide technical oversight and leadership on HIV TESTING SERVICES program coordination and implementation in Niger State. I am a graduate Public Health (MPH) with Texila American University Guyana, As the program focuses on strengthening the capacity of stakeholders particularly Government official, I provide support to the GON staff, Adhoc and Community leaders in HIV Management and the development of the Program strategic plan for CSOs/CBOs in the States and also provides Monitoring, supportive supervision and Mentoring to the focal person's carrying out Human Resource for Health activities in the field. I also develop budget for the activities to be implemented.