

EFFECT OF HUMAN RESOURCE FOR HEALTH MENTORSHIP ON EMERGENCY OBSTETRICS SKILLS TRANSFER OF LOWER CADRE HEALTH WORKERS

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INTRODUCTION

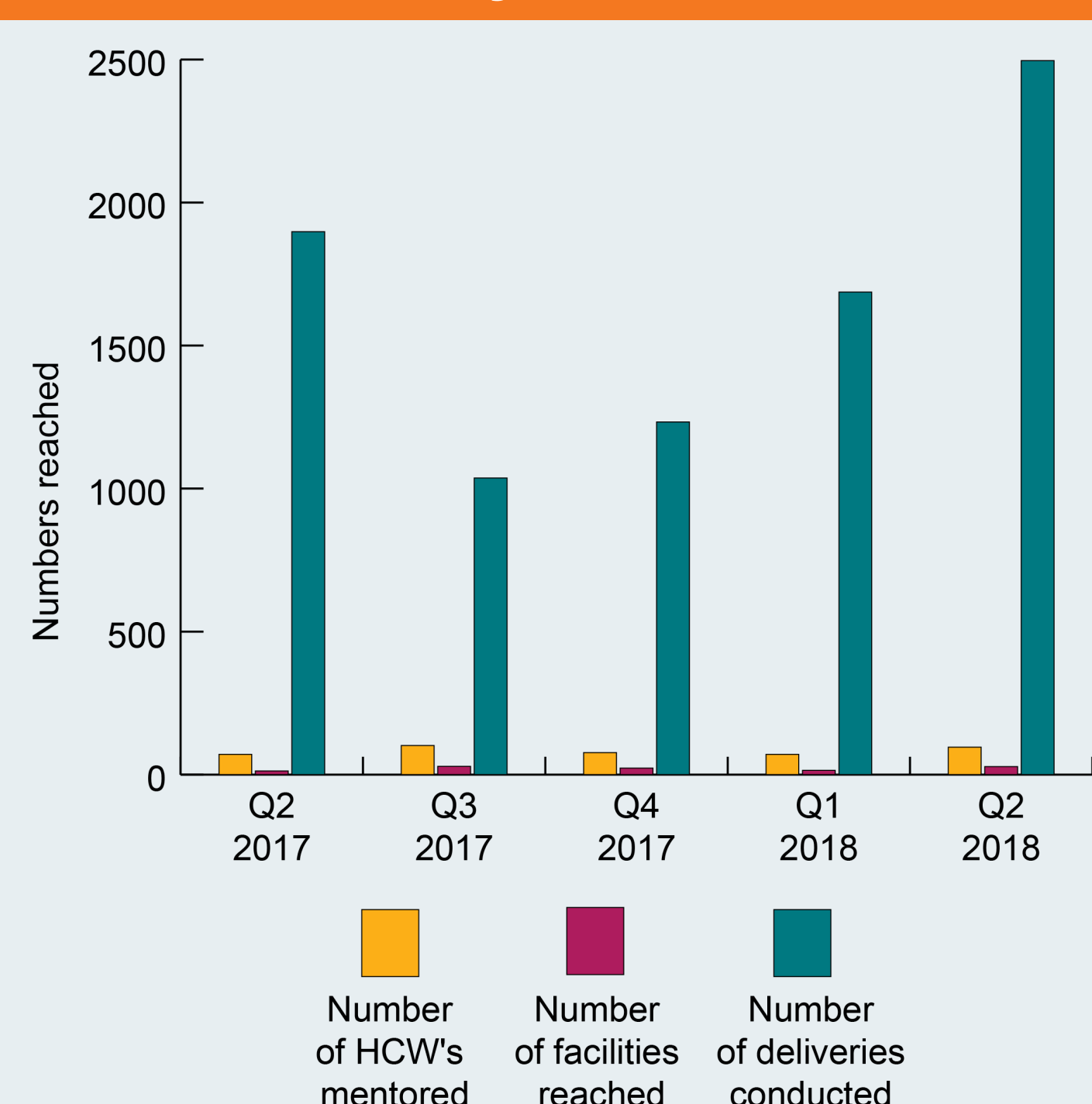
Human Resources for Health play a central role in achieving Universal Health Coverage. Global Human Resources for Health shortages, particularly in tertiary facilities, have led to significant workload pressures with disastrous implications to quality of care and health outcomes.

In Bungoma County, Kenya, 90% of the county's annual health budget is allocated to salaries, making additional recruitment impossible.

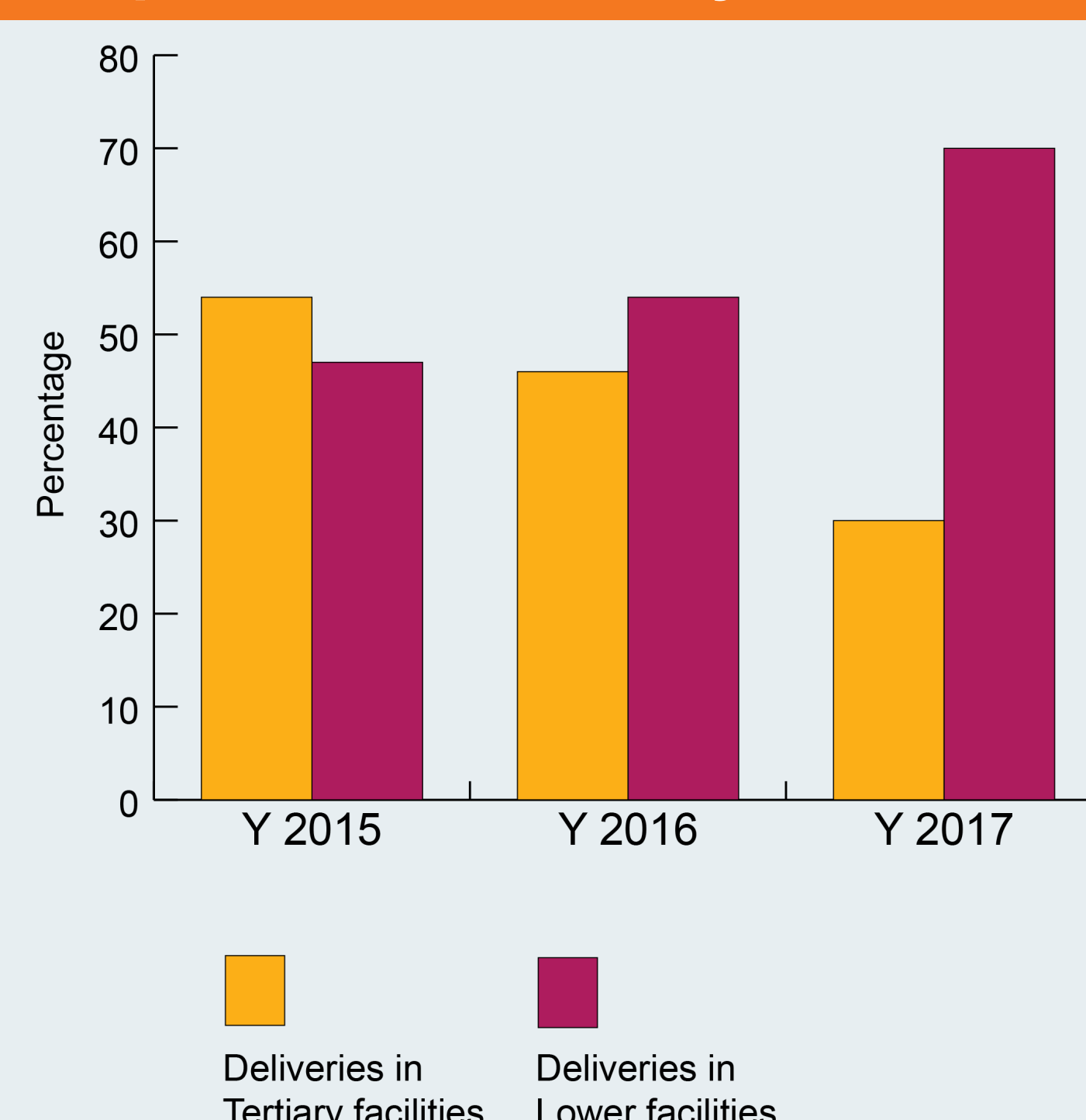
To address these challenges, the Maternal and Newborn Improvement (MANI) project and Bungoma County Department of Health implemented a rotational mentorship programme to build the skills of health care workers in obstetric emergencies in lower level facilities and partially address staff shortages in tertiary facilities.

FINDINGS AND IMPACT

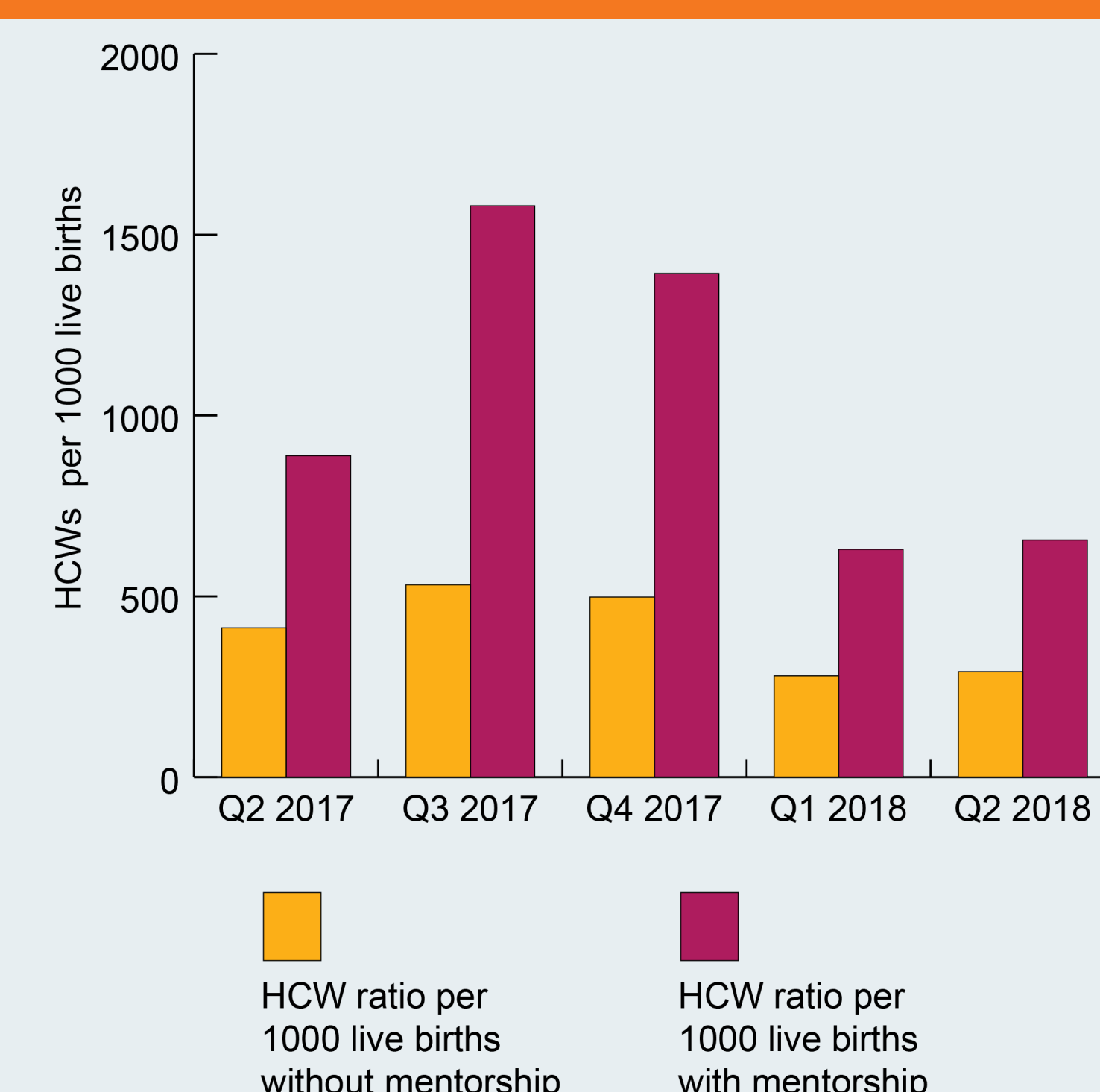
Over 200 Health Care Workers from 41 facilities have participated in the mentorship program conducting 8,351 deliveries at tertiary facilities for the last 1 year



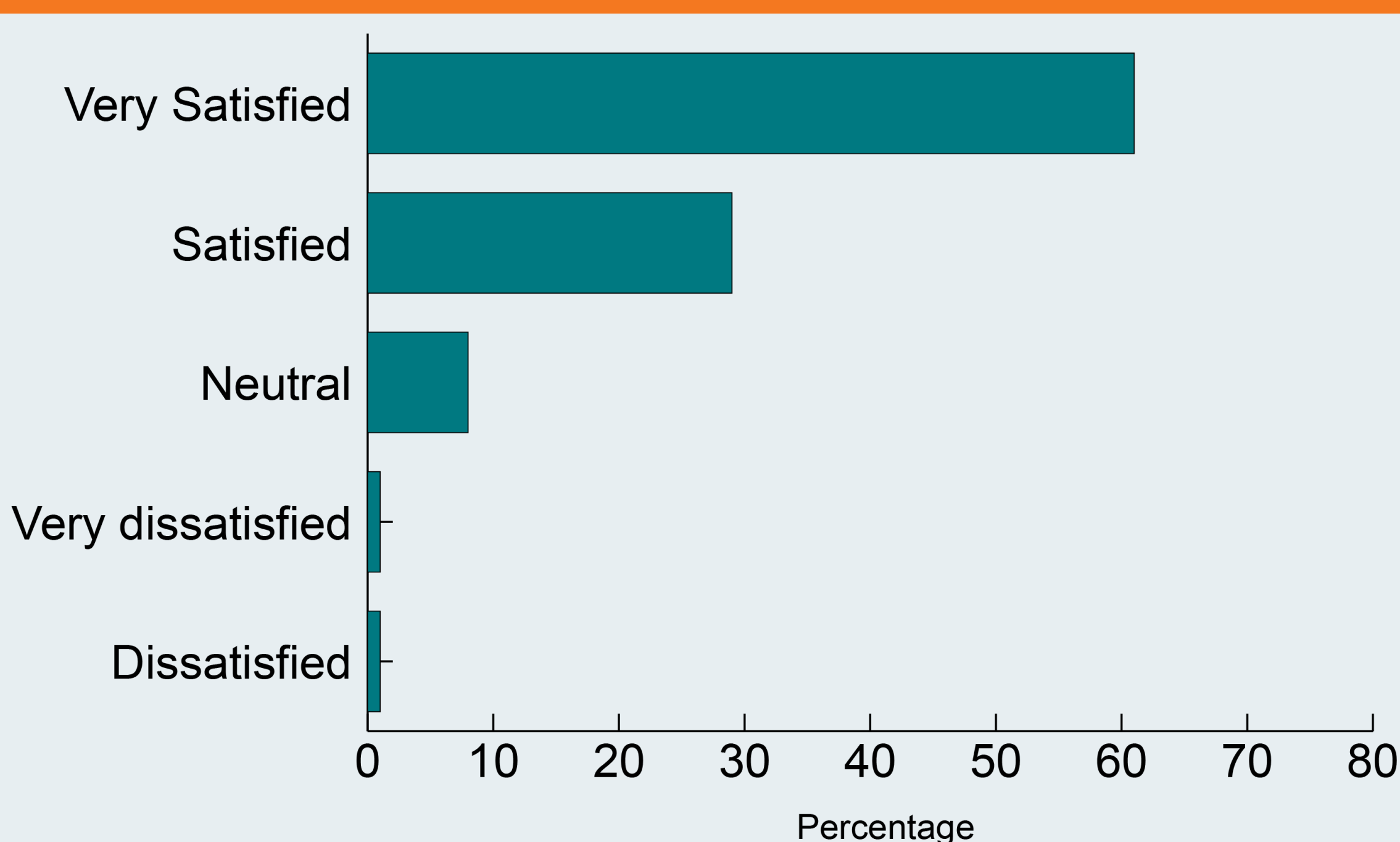
Improved staffing levels to manage round the clock child birth services thus reducing heavy workload pressure at tertiary facilities



Improved skills and confidence of Health Care Workers to manage deliveries at lower facilities



Over 90% clients satisfaction with the services provided (Client exit interview for 415 women interviewed in 30 facilities after childbirth)



Investing in the HRH mentorship programme has the potential to generate 5 fold return on investment through National Health Insurance Fund



Mentorship programme wins Kenya's First Lady award in recognition of the achievements as being an innovative approach to tackling the HR challenges



References

World Health Organization. (2016). Global strategy on human resources for health: workforce 2030
World Health Organization. (2016). Health workforce requirements for universal health coverage and the Sustainable Development Goals. Human Resources for Health Observer, 17.

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CONCLUSION & RECOMMENDATIONS

In a short period, the mentorship programme has addressed crucial challenges:

- Improved skills and confidence of health care workers to manage obstetrics emergencies at lower level facilities
- Improved staffing levels to manage emergencies at tertiary facilities
- Improvement in client experience with health services
- The mentorship programme is an innovative and economic way of addressing quality of care