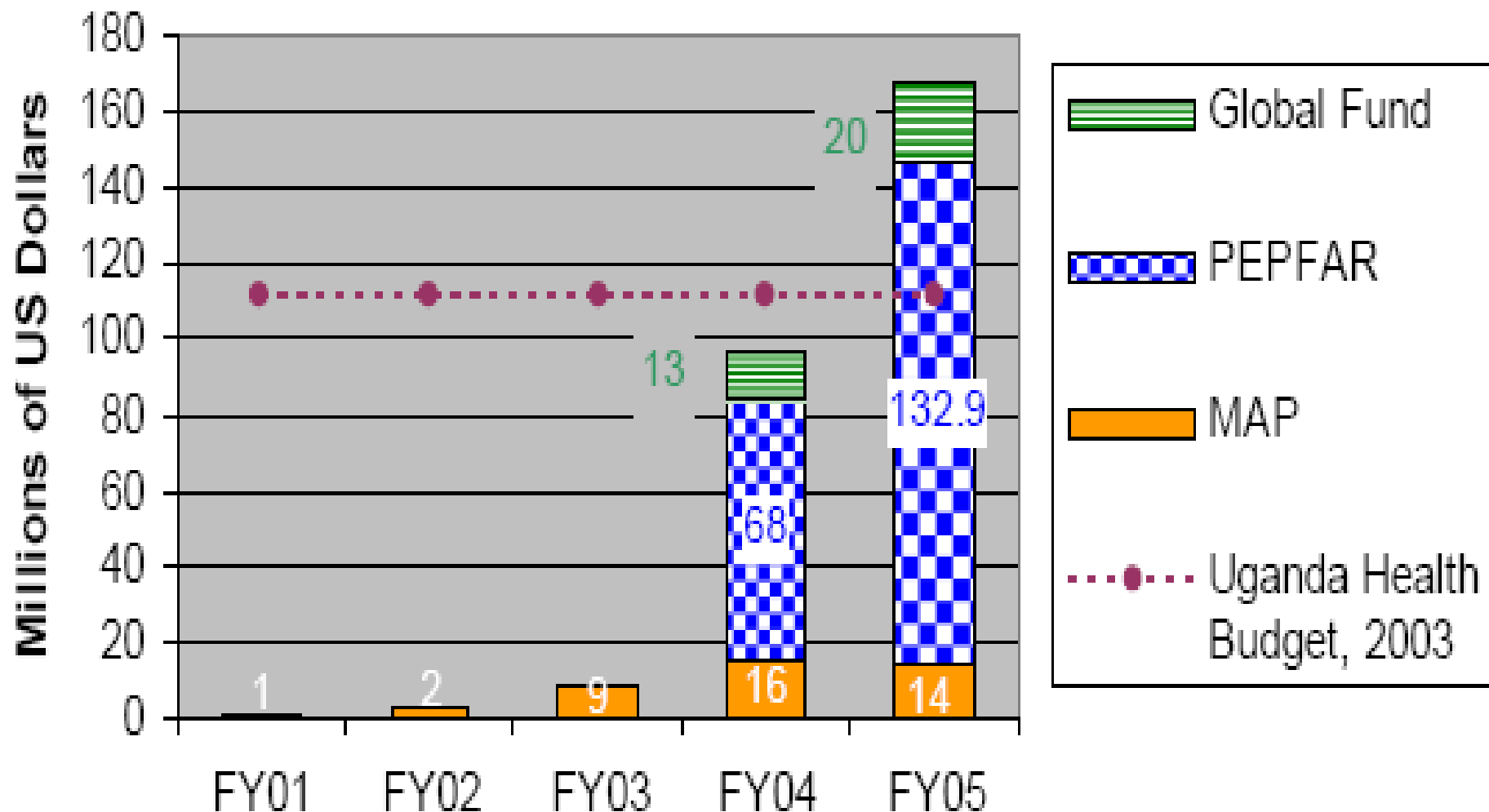


The Effects of Enhanced Availability of Funding from Global Health Initiatives on the Distribution, Retention and Motivation of Health Workers in Uganda

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HIV/AIDS and Health: funding by GHI



Objective

- To assess how the GHIs influence the national, district and health facilities by altering job market

Methods

- Study design: Cross-sectional study
- Sample size:
 - 12 districts (regional representativeness and availability of PMTCT and ART services)
 - 118 health facilities were visited
- Data collection:
 - A mapping tool with both qualitative and quantitative data
 - The respondents were managers of HFs, DHOs, regional managers of projects and officials of with the donor agencies, MOH and national level NGOs implementing programs funded by GHIs

Findings

Characteristics of donor funded activities

Donor funded projects	n (%)
PEPFAR	131 (59.3)
Global Fund	12 (5.4)
Central Government	31 (14)
Bi/Multilateral NGOs	22 (10)
Others	25 (11.3)
Total	221 (100)

Donor guidelines for payment of salaries to existing staff

Guidelines	PEPFAR n (%)	Central Gov't n (%)	Bi- & Multilateral agencies	Others n (%)	Total n (%)
Allows payment	29 (26)	3 (14)	2 (11)	10 (50)	44 (25)
Does not allow payment	60 (54)	16 (76)	11(61)	9 (45)	103 (58)
Pays only wages for hire	2 (2)	2 (10)	0 (0)	0 (0)	4 (2)
Headquarters pays salaries	11(10)	0 (0)	2 (11)	0 (0)	13 (7)
No guidelines	4 (3)	0 (0)	1 (6)	0 (0)	5 (3)
Do not know	6 (5)	0 (0)	2 (11)	1 (5)	9 (5)
Total	112 (100)	21(100)	18 (100)	20 (100)	178 (100)

Perceptions of donor contribution to salary budget

Perception	PEPFAR n (%)	Global fund n (%)	Central Gov't n (%)	Bi- & Multilater al agencies	Others n (%)	Total n (%)
Not at all	84 (66)	6 (55)	23 (74)	15 (75)	9 (38)	137 (64)
Low	12 (9)	2 (18)	2 (7)	3 (15)	4 (17)	23 (11)
Fair	14 (11)	1 (9)	1 (3)	1 (5)	4 (17)	21 (10)
High	18 (14)	2 (18)	5 (16)	1 (5)	2 (29)	33 (15)

Donor guidelines on payment of allowances

Guidelines	PEPFAR n (%)	Global fund n (%)	Central Gov't n (%)	Bi- & Multilater al agencies	Others n (%)	Total n (%)
Does not allow	19 (15)	2 (15)	7 (29)	2 (11)	2 (9)	31(15)
Allows for outreaches	46 (37)	3 (23)	7 (29)	5 (28)	9 (39)	70 (35)
Allows workshops /seminars	11(9)	1(8)	5 (21)	0 (0)	3 (13)	20 (10)
Allows for other activities	47 (38)	6 (46)	3 (13)	11(61)	9 (39)	76 (38)
Do not know	1 (1)	1 (8)	2 (8)	0 (0)	0 (0)	4 (2)
Total	124 (100)	13 (100)	24 (100)	18 (100)	23 (100)	201(100)

Donor contribution to salary budgets

	PEPFAR	Global fund	Central Gov't	Bi- & Multilateral agencies	Others	Total
Salaried positions with donor funds (fully or in part)	824	47	200	34	614	1,719
Total salaried positions in recipient organisations	9,382	1,232	2,087	393	2,642	15,736
% donor contribution to salaried positions	8.8	3.8	9.6	8.7	23.2	10.9
						10

Conclusions

- Majority of GHI funded projects do not allow payment of salaries to existing staff
- Majority of GHI funded projects allow payment of allowances for outreaches and other HIV activities
- PEPFAR and Global fund generally behave in a similar pattern as the Government and pre-existing donors with reference to the incentives

Recommendations

- Exploratory study to provide a basis for the main study – Phase II and therefore could not generate recommendations that influence policy
- Need to explore motivation of the workforce as a possible domain for donor influences
- Need to explore effects of new HIV service provision skill trainings on health worker motivation