

**MOTIVATION AND RETENTION FACTORS
OF BASIC HEALTH STAFF AND
THEIR PERCEPTIONS ON SCALING UP
IN SELECTED TOWNSHIPS, MAGWAY REGION**

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ABSTRACT

To meet a country's health goals depends largely on people responsible for organizing and delivering health services. It had been already accepted that a key constraint to achieve the millennium development goals (MDG) is the absence of a properly trained and motivated workforce and the retention of health workforce. It is also needed to identify the health worker needs to meet universal health coverage and Sustainable Development Goals (SDG) related targets. This study described the motivation and retention factors of basic health staff (BHS) and their perceptions on scaling up in selected townships, Magway Region.

A cross-sectional descriptive study with mix-methods of data collection was used. There was 302 basic health staff in quantitative study, 16 in in-depth interview and 10 managerial persons in key informant interview. Descriptive statistics together with Chi-square and Fisher's exact test were used as statistical analysis. Thematic analysis was done as qualitative data analysis. Among 302 respondents, 77.2% agreed to expand midwife production and less than half (45.7%) of participants thought that the number of health staff is sufficient. Although 81.8% answered they are motivated, only 22.8% were motivated according to attitudinal score. Only 5% had intention to quit their job. Longer duration service was identified as associated factor for retention. Qualitative results showed the information about needs to expand sub-rural health centers together with the midwives. Comments were made on training programs to emphasize on competencies needed for field practice. Most common motivation factors identified were supportive supervision, recognition, coordination by local authorities and personal relationships among health staff. The other motivation factors were found to be financial and material supports. Regarding retention factors, most cited suggestions were provision of accommodation and proper staff recruitment. Comments were also made as retention factors on earning for living and their own perception on their occupation as healthcare provider.

To meet the SDGs through Universal Health Coverage (UHC), it would certainly need to expand rural health centers and health workforce for them. Trainings and recruitments of BHS should be reviewed to meet the country health policies. Facilities for health institutions and health staff should be in accordance with enabling working environment which is supportive with mutual respects and good relationships.