

# Health ministry to start rewarding hardworking staff

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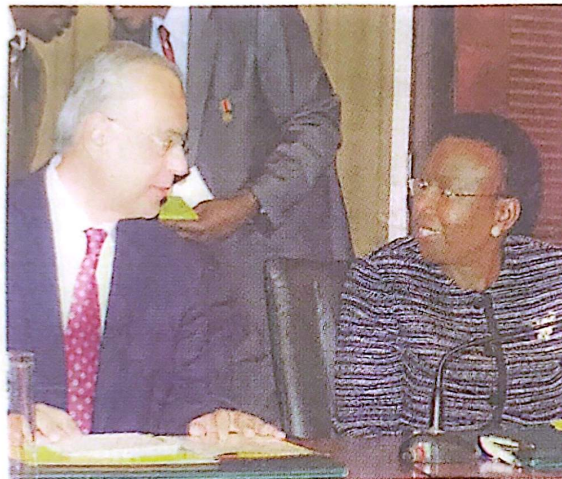
An estimated sh57b is lost annually in emigrating health professionals, which reduces access to healthcare for Ugandans. This is the reason the health ministry needs to work out ways of motivating professionals in the country, to reduce brain drain.

According to Dr. Diana Atwiine, the Permanent Secretary Ministry of Health, the Government is to start rewarding best performing health workers to motivate them.

"We are to start an innovation in the different health facilities, which will reward staff basing on their performance," Atwiine said.

She added that the selection of the best health workers would depend on how much someone is committed to doing their work.

"For example, if you are a district health officer, you must make sure all those under



Aceng (right) talking to Professor Shaheed Sameh the President of the Egyptian Society of Cardiologist at an Alignment meeting at Hotel Africana recently. Photo by Saudha Nakandha

your supervision are working effectively. When you are supervising, do not sign those books before you critically check what is happening at a health facility," she added.

A 2011 study on 18 Ugandan

hospitals indicated that 63% of physicians are dissatisfied with their work, while 47% are considering leaving their jobs or the country. Reasons cited include poor compensation, lack of medical resources,



Heath workers will soon get motivation and service delivery is expected to improve

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poor quality facilities used and patient overload, among others.

During an alignment meeting and the launch of the Uganda Stem Network, an initiative that will see many heart patients manage heart attacks in one hour, at Hotel Africana in Kampala recently, the Minister of Health, Jane

Aceng, called for a change in the salaries of the staff at the Uganda Heart Institute, to save the country from the excessive expenditure on sending patients for treatment abroad.

She also noted that increased training of the health workers would improve their knowledge in using

information technology, therefore, easing their work and reducing on work overload.

Aceng urged the administrators of the Uganda Heart Institute to think about opening up regional heart centres at the different referral hospitals in the country, so that interns also have chance to be trained in handling minor heart problems.

Citing an example of Egypt, where the new approach to treating heart attack has been successful, the president of the Egyptian Society of Cardiologists, Shaheen Sameh, called for periodical training of health workers to enable them become acquainted with improvements in technology.