Effect of the decentralized funding on local recruitment of human resources at health facilities in Burundi

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Background and justification

- Performance Based Financing (PBF) approach aims to contribute to the availability of human resources in health facilities.
- Some systemic shortcomings have been identified in the management of personnel: as (i) quantitative and qualitative shortage of healthcare staff, especially at peripheral level disparities in the availability and distribution of (ii) staff by category ,(iii) discrepancies between standards and available staff, more pronounced for qualified staff.

Search question

- What proportion of the needs covered by decentralized funds for the different categories of staff in health centers and hospitals in two recent years?

Hypothesis and objectives

Hypothesis:

Decentralised funds enable Health Units to reduce deficits in the various categories of personnel.

Specific objective :

From decentralized funds:

- Determine the proportion of health facilities with recruited staff in their workforce the proportion of health facilities that have recruited at least one local staff member in the last 24 months
- According to category, determine the number of additional staff in the last 2 years
- For each health facility and for the last 12 months, the average proportions of expenditure linked to the costs of additional staff.
- Verify the current HR gap in relation to standards

Materials& Methods

- National cross-sectional study combining quantitative and qualitative methods, conducted in May 2022.
- Multi-stage sample: The four geographical regions (West, South, Central-East and North) of the country were selected. In each region, provinces, districts and health centres were selected using simple random sampling.
- The study included 48 health centers and 16 district hospitals. It covered 16 Health Districts and 8 Health Provinces across the country.
- Approaches: literature review, individual interviews and collection of qualitative and quantitative information at health facilities.
- Data collection sheet and interview guides for each facility

Résultats and Comments

- Almost all assessed entities agreed that it was possible to recruit staff locally, however they still face challenges regarding the administrative procedures, the availability of Performance-based fund and recovering the health insurance debts.
- In Healthcare centres, 19% of staffing needs were met for nurses, 26% for laboratory technicians, 50% for managers, while in hospitals, more than 100% of needs were met for doctors, anaesthetists, secretaries, maintenance technicians and unskilled workers between 2020 and 2022.
- The middle remuneration of locally recruited staff/operating expenses was 43,2 % in health centers and 24,4% in Hospitals
- No Healthcare centres was able to recruit midwives and no hospital was able to recruit statistical nurse specialists, pharmacy managers, health promotion technicians and maintenance during the same period.

Distribution of staff in Healthcare centres by health province visited

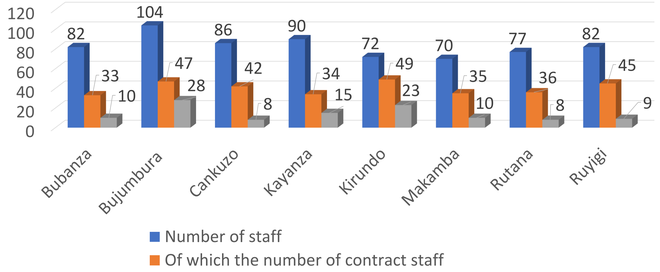

Table 1: Distribution of Healthcare centres according to recruitment of additional staff on the basis of decentralized funds, 2022, n=48

Staff categories	At least 1 staff member recruited		At least 1 new recruit in the last 2 years	
	n	%	n	%
Nurses	37	**77,1**	14	**29,2**
midwives	0	0,0	0	0,0
Laboratory technician	9	18,8	2	4,2
Finance manager	41	**85,4**	1	2,1
Cleaners	22	45,8	7	**14,6**
security guard	28	58,3	1	2,1

Table 2: Remuneration of locally recruited staff/operating expenses

Province	Remuneration of locally recruited staff/operating expenses (%)	
	Health centers	District's Hospital
Bubanza	31,7	**55,3**
Bujumbura R	**89,1**	18,5
Cankuzo	22,8	19,7
Kayanza	40,9	11,3
Kirundo	**71,5**	37,0
Makamba	30,4	12,5
Rutana	11,3	**47,3**
Ruyigi	48,2	23,3
Middle	**43,2**	**24,4**

Table 3: The proportion of staff requirements met from decentralized funds by some categories in hospitals

Staff catergories	Election of the needs between 2020 and 2022 (absolute code)	Percentage of needs met with decentralised funds	
		n (effectif recruté)	%
GPs	7	28	400
Anaesthesists	5	7	140
Statistical nurse	1	0	0
Nurses	31	35	113
Midewives	8	6	75
Laboratory Technician	3	5	167
Cashier / billing agent	4	9	225
Maintenance technician	1	2	200
Workers	42	43	102
Drivers	4	6	150

Please note : health standards changed in May 2022

Conclusion

- This analysis allows us to confirm our hypothesis
- Ministry of Health should address challenges regarding the recruitment procedures and stakeholders should facilitate the assessment process to avail the performance-based financing subside.

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