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**AN ANALYSIS OF THE EFFECT OF STAFFING ON PERFORMANCE OF HEALTH  
CENTRE IVs IN TORORO DISTRICT-UGANDA**

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**Abstract**

The proposed study was about an analysis of staffing on performance of Health Centre IVs in Tororo District. The set objectives were: (i) To analyse the effect of staffing on productivity levels in Health centre IVs in Tororo District; (ii) To establish the affect of staffing on immunization in health centre IVs in Tororo District and (iii) To examine the effect of staffing on malaria treatment and prevention in health centre IVs Tororo District. An analytical research design was used by the researcher with both qualitative and quantitative methods of collecting data. It presented a picture or a phenomenon of the way it is, through participant observation and personal documents and because it covered a wide area and using different sections of people in order to acquire adequate data. The design endeavoured to put into account all the necessary steps involved in the study related to an analysis of the impact of staff turnover on health service delivery in Tororo District. It was found out that low staffing levels tend to affect productivity levels due to cases of wanting motivation and team work levels, deteriorating quality, heavy workload and low output. Still, skilled personnel are lost and medical policy implementation is compromised and thus generally undermining productivity levels and poor health worker/patient relationship. Pool staffing levels also leads to poor and irregular monitoring, inadequate medical attention, untimely treatment, and increased numbers of mother to child transmission, increased mortality rates and increased pregnancy complications. Low staffing levels tends to demoralize the few available medical staff, leads to information gap, and leads to poor management of malaria cases and undermines malaria preventive modalities. It is thus important to enhance more meaningful motivation to staff in all dimensions as a matter of enhancing staff attraction and retention of staff, more conducive working environment to minimize cases of staff turnover, promotion of good human relations through staff guidance and counseling on a regular basis, encouraging medical staff to adhere to the ethics of the medical professional regarding the performance of their duties, smooth supply of medical equipment, medicines and other related supplies and modalities that can enhance retention like supporting further training of health staff in Tororo district health centre IVs is crucial. This may enhance positive steps towards staffing levels and performance and thus realize desirable health service delivery to the service users.

