Abstract of Master's Dissertation

Course	International Health Development (Master of Public Health)	Name	Fuka Uchiumi
Thesis Title	Impacts of supportive supervision on community health workers' performance: A mixed-methods study in four districts of the Northern region, Ghana		

Background:

Community health workers (CHWs) carry out community-based health care activities as members of their communities and have a shorter education and training than other professionals. Supportive supervision is considered to improve CHWs' performance, but the results of earlier studies on the effectiveness of supportive supervision in CHWs' performance are mixed. Moreover, few studies on supportive supervision for Community Health Officers (CHOs) were conducted in Ghana. An earlier study aimed at evaluation of supportive supervision in Upper West region did not compare the effectiveness neither between pre-and post-interventions or not between the intervention and control groups. This resulted in less clear conclusion on whether supportive supervision was effective in performance of health professionals including CHOs. Thus, there is a critical need for study on the effectiveness of supportive supervision in CHWs' performance in Ghana. In Northern Ghana, basic supportive supervision was rolled out. However, it has been limited and additional supportive supervision has been introduced in parts of the Northern Region.

Objectives:

This study aimed to estimate the CHWs' performance in the intervention group (basic plus additional supportive supervision) by comparing the control group (basic supportive supervision only).

Methods:

A mixed-methods sequential explanatory study, composed of structured and Key Informant interviews, and Focus Group Discussions was employed. The study participants were CHOs, their supervisors, and women receiving health care services from their CHOs in four districts of the Northern Region. For quantitative data analysis, mixed-effects logistic regression was performed to identify any possible association between CHOs' performance and its 121 independent variables. Thematic analysis was conducted for qualitative data analysis.

＊ The abstract, containing background, objectives, methods, results and conclusion should not exceed 300-500words and printed double sided on A4 paper)

Abstract of Master's Dissertation

Course	International Health Development (Master of Public Health)	Name	Fuka Uchiumi

Results:

A total of 58 CHOs and 28 supervisors participated in structured interviews. Nineteen CHOs in the intervention group (67.9%) and 10 in the control group (33.3%) timely submitted complete reports for 12 months. Nine (32.1%) and 11 (36.7%) in the intervention and control groups made sufficient referrals, respectively. No and only one CHO achieved the home visits and attendance performance targets, respectively. CHOs assigned to the best well-equipped CHPS facilities tended to perform better in report submission than those not (Adjust Odds Ratio (AOR)=8.41; p=0.033). CHOs in the intervention group tended to perform 3.93 times better in report submission, though its AOR was not significant (p=0.119). CHOs living at CHPS compound were 4.80 times more likely to give referrals than those who commute to their workplace (p=0.021). CHOs working under supervisors who spent four years on nursing education were more likely to give referrals than those not (AOR=3.77; p=0.052). CHOs in the intervention group performed 1.38 times better on the number of referrals than the control group (p=0.634) though these differences were not statistically significant. In contrast, the results of qualitative data analysis showed several positive elements of supportive supervision on CHOs' performance, such as supportive supervision as a motivating factor.

Conclusion:

Supportive supervision has potential effectiveness in improving the CHOs' performance. The study also found that several other factors such as availability of equipment and CHPS compound as accommodation for CHOs were associated with the CHOs' performance.

(499 words)