

**The Knowledge and Attitudes of Health Workers towards the Uganda health
sector strategic plan of 2000 in 3 health sub-districts in Kibaale District of
Western Uganda**

A comparative cross sectional study

**DISSERTATION FOR A DEGREE OF MASTER OF INTERNATIONAL HEALTH
(M.I.H)**

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2. Summary

This study investigates the knowledge and attitudes of health workers towards the Uganda health sector strategy of 2000. It was carried out in Kibaale district using both qualitative and quantitative methods of questioning both health staff and district managers and was a comparative study between the 3 health sub-districts that make up Kibaale district.

Results show a very similar pattern of knowledge of the health sector strategy among health workers across all the health sub-districts. Most health workers have heard about the health sector strategy but have not had a chance to read it. Most health workers are not sure if their health unit owns a copy of the strategy document.

A vast majority of health workers across all the health sub-districts felt that the new health sector strategy has brought about a positive change in the way health services are implemented. They gave examples of improved drug supply, better teamwork and better management by managers as well as increased empowerment to plan for services locally as some of the main changes that have led to this improvement. A few health workers have negative feelings towards the strategy, they were mainly managers who do not feel empowered enough to manage their subordinates. There was also a general concern about the length of time that health workers have to stay on probation without confirmation in their job and the number of staff working as volunteers with little or no remuneration.

There are general feelings that neither the level of finance, nor the amount of logistical support, is adequate for the activities that health sub-districts have to carry out. This was felt much more at health sub-district level and less so at the District Health Director's office where overall management of health services for the district takes place.

The Ministry of Health has not put a comprehensive HRH policy in place yet. Health staffs are not sufficiently satisfied with terms of service, career direction, or remuneration yet and this is probably affecting the level of productivity by health workers within the health sector and eventually the health of the people of Kibaale district.

Kibaale district could address some of the Human resource problems locally and the Ministry of Health in conjunction with the Ministry of Public Service will have to address the rest if implementation of the Uganda Health Sector Strategy is to be successful.