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 Maternal and Child
Survival Program

Human Resources: Workforce Density - Nigeria

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**Cesarean Section Safety and Quality in Low Resource Settings
27 – 28 July 2017, Boston**

Harvard School of Public Health

Nigeria Workforce Density

Nigeria health workers profile (2013)

- **Doctors: 20,284 total**
 - Density (per 100,000 pop.): from 20.1 (FCT) to 1.9 in North East, per 100,000 population
- **Registered Midwives: 40,000 total**
 - Density (per 100,000 pop.): from 96.5 in the South East to 5.9 in North West
- Only 5,604 of 36,737 (15%) HCWs working in PHCs are **Skilled Birth Attendants** (NPHCDA 2009)



Case study: MMSH Kano, North West Nigeria

One of the largest maternity unit in West Africa

- Average annual deliveries = 20,400
- Average annual C/S = 2,100 (10.3%)
- Bed capacity L&D unit = 36
- OB/GYN = 2
- Medical Officers = 7
- Number of anesthesia staff = 2
- Theatre Nurses = 2
- Nurse/Midwives = 28



Nigeria HS is facing a major human resource crisis with increasing brain drain and maldistribution of the few available health workforce

Is available human resources adequate to provide expected quality services?

➤ No!

On the average at MMSP:

- Each SBA will take almost **800 deliveries annually**
- Each OB/GYN will perform **1050 C/S cases annually**
- Introduction of free maternity policy resulted in increased number of C/S
- No increase in staffing; increase attrition
- Infrastructure remained the same, no expansion



Expected key quality of care services at maternity facilities

- Early detection of prolonged and obstructed labor
- Use of Partograph in labor monitoring
- Taking timely action to prevent complications
- Early referrals for cesarean section
- Provision of timely and quality cesarean section
- Proper infection prevention practice

Shortage of Anesthetic and Post-operative Care Staff Impact on C/S safety

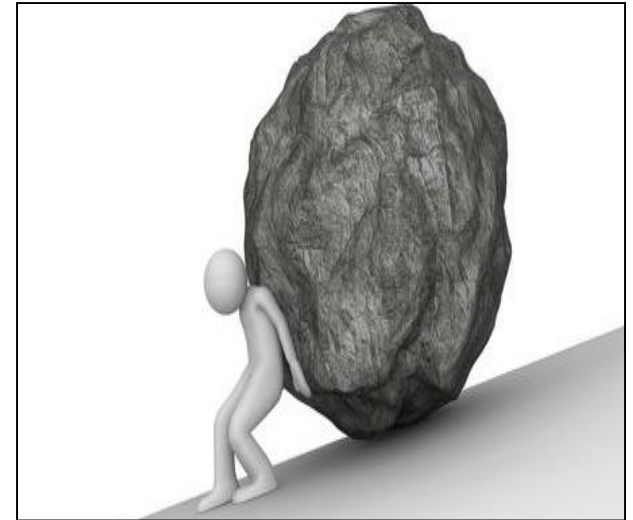
- **Delay surgery** while waiting for anesthetic staff in terms of emergency
- Anesthetic complications
- Post-operative infections

Longer-term impacts

- Fistula
- Adhesions
- Chronic pelvic pain

The Challenges

- **Human resource shortage** is a major obstacle to quality maternal and newborn health services
- **Number of OB/GYN** responsible for managing obstetrics' complications is a major concern to providing quality maternity services including safe cesarean section
- **Most cesarean sections are due to prolong rupture of membranes and obstructed labor** with very high risk of complications such as infections and fistulae



Addressing the Challenges

- **Increase number** of skilled human resources
- **Equitable distribution** of human resources
- **Capacity building** of health care workers
- **Labor management**
- **Availability of essential equipment and supplies**
- **Proper monitoring, mentoring and supportive supervision**

Thank You



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This presentation was made possible by the generous support of the American people through the United States Agency for International Development (USAID), under the terms of the Cooperative Agreement AID-OAA-A-14-00028. The contents are the responsibility of the authors and do not necessarily reflect the views of USAID or the United States Government.

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