Human Resources: Workforce Density - Nigeria

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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 prolong 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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