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Trend of remuneration and motivation of the health workforce in Burkina Faso

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Context

The human resources know a crisis in most of the developing countries and in Africa in particular. In Burkina Faso, one of the major problems remains the motivation of health professionals which is among the causes of the low performance of the health system. Although the financial motivations only are not enough, they have an essential role. These are important especially when the remuneration is not enough to cover the basic needs of the workers and their families. Does this situation explain the high demand of the health workforces for the cities where they have opportunity of exerting as well in the public as the private one? The objectives of the paper are (1) to determine trend of remuneration from 1976 to 2006 and the factors which influence this trend and (2) to analyze the perception that the health workers have on their remuneration.

Method

Cross-sectional study was conducted from December 2007 to February 2008 in rural and urban areas covering 15 public, private, confessional and associative health centres. We collected quantitative data through an auto administrated questionnaire with different categories of the health workers and the qualitative data through interviews with the health workers and the managers. This collection gave us data on the perception that the health workers have on their remuneration. Information about trend of remuneration were collected at the human resources department of ministry of health and the ministry of economy and finance.

Results

From 1976 to 2007, the net monthly of physicians increased from 65 699 FCFA (\approx 140\$USD) to 96 437 FCFA (\approx 205 \$USD). In spite of the introduction of financial incentives measurements (guard, risk allowance...) and pay rises, the health professionals of the public sector judge their level of remuneration lower than the health workforce exerting in the private one and the NGO structures. Likewise, in comparison with civil servants whose work in education, finances and justice sector, and the cost of living, health workers judge that their remuneration is low. In urban area the mobility of the personnel in the public sector is related to the level of their remuneration and a feeling of lack recognition.

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