

A COMPARISON OF EXPECTED VERSUS ACTUAL JOB FUNCTIONS
PERFORMED BY MIDDLE LEVEL HEALTH PROFESSIONALS-
THE IMPORTANCE OF SUPERVISION

Patricia Weerakoon, Dulitha Fernando
Faculty of Medicine, Colombo 8.

This paper discusses the degree of involvement of Assistant Medical Partitioners (AMPs) in selected primary health care activities in terms of that expected of and assigned to them by their supervising officers, the Medical Officers of Health. It is often assumed that given adequate skills, motivation and resources, a health professional will perform efficiently in the provision of health care. This paper discusses that correct and adequate supervision is an additional requirement for effective performance.

Research methodology

Questionnaires were mailed to 45 MOH to assess which of 7 activities they expected of AMPs in their district. Another questionnaire was mailed to determine the frequency with which they performed specific activities.

Results

Thirty five MOHs responded to the questionnaire. It was found that the listed activities were not routinely delegated to the AMPs. Less than half were delegated antenatal and child welfare activities and less than third family planning, immunization and school medical activities. Analysis of the 165 responses obtained from AMPs, indicate a greater involvement in every activity than that expected by the Ministry of Health and the trainers.

Discussion

The AMPs had the skills, motivation and resources needed to perform the listed activities. The poor involvement in many primary health care activities is thus likely to be largely due to the absence of correct supervision.

Conclusion

This paper emphasizes the importance of the supervisors role in the effective performance of middle level health professionals.

09th Dec. 1987 (Wednesday) 02.00 p.m. - 02.15 p.m.