# Analysis of work-related stress amongst skilled health personnel working in reproductive health services in Northern Nigeria.

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## Introduction

The study is part of an ongoing PhD study on **Improving the Effectiveness of Skilled Health Personnel in Reproductive Health Services in Nigeria.**

There is a global crisis of Human Resource for Health (HRH), and the World Health Organization (WHO) projects a shortfall of 10 million HRH by 2030. The shortfall is mainly from chronic under-investment in education and training and a mismatch between education and employment strategies. This creates work-related stress (WRS) for the few health workers available.

## Background

There is a huge shortage of HRH in Nigeria the density of doctors, nurses, and midwives is 2.1 per 1000 population, and WHO recommends 4.45 per 1000 population.

## Research question

What is the prevalence, and causes, of work-related stress amongst skilled health personnel working in maternity units in Northern Nigeria and what support systems are available?

## Methodology

A Mixed method study in Bauchi, Kaduna, and Kwara states on Skilled Health Personnel (Doctors, nurses, midwives, and community health workers) working in maternity units.

## Results

There were 194 participants mostly females 163(84%), mean age 32yrs (22-55), most 84 (43%) work in labour and delivery. Most of them 78% work for 48-60 hrs in a week and 25% see more than 40 patients a day. **76%** of the participants reported work-related stress mostly from, lack of manpower, poor working conditions, having Multiple roles and responsibilities, extended work hours, and patient-related stress from harassment and violence. This leads to work-life imbalance and physical and psychological problems.

The study found there is no support system for health workers with WRS however they cope with the stress through self-motivation, having a positive mindset, creating personal stress-relieving activities, supporting each other, creating social events, and financial assistance.

## Conclusion

The study shows most health workers working in maternity units in northern Nigeria are stressed. Tackling this requires a multi-faceted approach which includes improving working conditions, promoting work-life balance, and supporting mental health.