

### 3. Financial interventions

The common message from this session was that financial incentives work well when combined with other interventions. In Vietnam this includes working conditions, career advancement and in-service training. A study in Thailand indicates that higher salaries, better opportunities for specialist training, faster career promotion and less overtime work will determine a doctor's decision to work in rural hospitals.

From discussions, participants felt that financial incentives must be combined with other interventions that reflect the spiritual dimension and other intrinsic factors underpinned by sufficient resources and long-term sustainability.

### 4. Working environment and management

This intervention covers a wide range of issues including living conditions in Bangladesh, and Japanese management models used in Sri Lanka to improve job satisfaction and potentially retention.

Several management challenges are common to many countries, especially those with the most severe shortage of health workers. Vertical disease programs which pull away from rural areas, gaps in M&E and costing, and lack of HR management capacity especially among managers of rural providers are a few examples.

