

Analysis of studies^(4,5) upon the workload of midwives indicates lack of clarity of function for the midwife, overload with administration and role confusion and conflict with PHS 2. Midwives are difficult to motivate and retain in more remote areas where there are geographical, cultural and language barrier, resulting in a lot of unfilled posts and consequent lack of service access for these populations.

In order to develop Strategic Plan for HWF development at Township Level it should highlight considerable points such as (325) townships having different epidemiological, geographical and socio-economic background and challenges. Some of the reasonable actions that have been considered during a National level Multi-Sector workshop on development of HWF strategic plan (29-30 September 2008) were ⁽⁶⁾:

- Fill up posts to full strength of BHS in all RHCs at the townships as some of the RHCs that were established earlier have only half strength of the new standard of (13) BHS;

- Support basic needs--- housing, transportation means, salary and bonus (performance-based), supply of Essential Drugs, equipments and stationeries;

- Strengthen the supportive supervision and monitoring from State/ Divisional level and Central level

- Updated information and resources to TMO and BHS by different Health programs

- Develop a mechanism by continuous monitoring and supervision to high-light Skill mix/shift amongst HWF even to private sector (GP, pensioners, volunteers)

- Develop/maintain decentralization mechanism at Township level

- Create sense of ownership as regards performance in each category of HWF

- Allotment of time frame/funding for Continuous Medical/Health Professional Education at township level

- Analytical, problem identification and solving bottom up needs for training of different categories of HWF

- Strengthening management and leadership capacity of other categories of HWF such as Dental Surgeons/Team leaders/clinicians/nurses

- Management and leadership training to TMOs and BHS and follow up after training for assessment (performance-based indicators)

- Long term plan for Master in PH to lead the Township Health Team and further to lead the Rural Health Team

Out of these one of the biggest issues is accessing health services in hard to reach areas and this could be achieved by strengthening the community based health volunteers. Myanmar has been recruiting CHWs since Alma Ata Declaration of Primary Health Care and there have been many success stories as well as failures as there was a lot of attrition previously, mainly due to moving out from the community or selecting old persons in the first place.