

# **ABSTRACT**

## **Introduction**

Public Health Midwives play a major role to maintain a sustainable and successful health care service in the country. In detail analysis of their performances is a timely need.

## **Objective**

To assess the performance of Public Health Midwives of the Medical Officer of Health areas in Nuwara Eliya district.

## **Methods**

A descriptive cross sectional study associated with a qualitative component was conducted among 264 Public Health Midwives in Nuwara Eliya district. By using a validated self-administered questionnaire task performance, contextual work performance and counterproductive work behaviour of Public Health Midwives were analysed. Service delivery of the PHMs were assessed by using the data of H 524 and H 527 forms which were collected through a structured data extraction sheet. In addition to that a Focus Group Discussion was held with all the MOHs of the district and three Key Informant Interviews were conducted with the district supervising officers. All numerical data were analysed by using Statistical Package for Social Sciences version 23.0 and qualitative information were rationally and methodically described. Ethical clearance was obtained from the Ethics Review Committee, Post Graduate Institute of Medicine.

## **Results**

Age of the study participants ranged from 26 years to 63 years (mean=39.23 years: SD=9.74 years). Majority were Sinhalese (78.5%) and married (87.9%) participants. Midwives task performances and counterproductive work behaviours positively correlated with their age ( $r = .073; p = .234$  &  $r = .085; p = .167$ ) and service duration ( $r = .095; p = .122$  &  $r = .099; p = .108$ ). Contextual performances of the participants showed a negative association with their age ( $r = -.08; p = .197$ ) and service duration ( $r = -.068; p = .275$ ). Child health care coverage of the PHMs who had undergone supervisions showed a significantly higher value ( $t = 3.01; p = 0.003$ ). A significantly higher maternal health coverage was observed in the group with an allocated scooter ( $t = 2.67; p = 0.008$ ), with less than 3000 covering population ( $t = 3.742; p < 0.001$ ) and who work in the government sector ( $t = 4.674; p < 0.001$ ).

## **Conclusions and recommendations**

Higher majority of Public Health Midwives demonstrate excellent level work performances. Individual work performances were observed to be raised with increased age and service duration. When the availability and accessibility of PHMs are increased, significantly higher performances were observed.

To achieve excellent performances availability and accessibility of PHMs should be increased. System strengthening and taking flexible administrative decisions should be considered for each PHM area. To gain more satisfactory performances supervisions, periodical reviews and capacity building activities should be improved.

**Key words:** Midwife, Nuwara Eliya, Performance