

**BEHAVIOR PROFILE: DISTRICT HEALTH MANAGEMENT TEAMS APPLY FUNDS**

<b>HEALTH SYSTEMS STRENGTHENING GOAL</b>  <b>BEHAVIOR</b>	<p>Catalyze transformation of a holistic health system to sustain equitable improvements in health for all</p> <p>District Health Management Teams efficiently apply funds received to identified priority community needs</p> <p>📈 Percentage of District Health Management Teams that disburse funds to community level authorities, on a quarterly basis</p>
---	---

BEHAVIOR ANALYSIS		STRATEGY	
BEHAVIOR AND STEPS	FACTORS	SUPPORTING ACTORS AND ACTIONS	POSSIBLE PROGRAM STRATEGIES
<p>What steps are needed to practice this behavior?</p> <p><b>Behavior</b></p> <p>District Health Management Teams (DHMTs) efficiently apply funds received to identified priority community needs</p> <p><b>Steps</b></p> <ol style="list-style-type: none"> <li>Create budget implementation and M&amp;E plans for funds/resources received (both on budget and off budget)</li> <li>Review budget at least quarterly to make adjustments as activities are carried out and monies spent</li> <li>Initiate regular quarterly forum to share information on the use of funds/resources with the community</li> <li>Share findings of these checks and balances and adjustments regularly with the community</li> <li>Share feedback with Regional Health Management Teams to ensure their continuous engagement</li> </ol>	<p>What factors may prevent or support practice of this behavior?</p> <div style="background-color: #2c5e8c; color: white; padding: 2px; margin-bottom: 5px;"><b>STRUCTURAL</b></div> <p><b>Accessibility:</b> DHMTs do not apply funds efficiently because they have inadequate qualified staff to effectively plan and apply received funds for health activities.</p> <p><b>Accessibility:</b> DHMTs do not apply funds efficiently because they do not receive supervision from RHMTs on the use of the disbursed funds.</p> <p><b>Accessibility:</b> DHMTs do not have sufficient funding which prevents district health managers from visiting health zones.</p> <p><b>Accessibility:</b> DHMTs do not apply funds efficiently because they do not receive their funding when needed, funds delayed, for planned activities.</p> <p><b>Service Experience:</b> DHMTs do not apply funds efficiently because they do not have financial planning tools from national level tailored to their implementation needs.</p> <div style="background-color: #2c5e8c; color: white; padding: 2px; margin-bottom: 5px;"><b>INTERNAL</b></div> <p><b>Knowledge:</b> DHMTs apply funds efficiently because they receive needed information from pilot implementation of clinic financing in specific zones.</p> <p><b>Skills:</b> DHMTs do not apply funds efficiently because they do not have the skills and competencies required for efficiently apply disbursed resources.</p> <p><b>Skills:</b> DHMTs do not apply funds efficiently because they have insufficient training to implement plans and protocols.</p>	<p>Who must support the practice of this behavior, and what actions must they take?</p> <div style="background-color: #2c5e8c; color: white; padding: 2px; margin-bottom: 5px;"><b>INSTITUTIONAL</b></div> <p><b>Policymakers:</b> Review and update staffing and structuring policies and post qualified staff to DHMT.</p> <p><b>Policymakers:</b> Advocate for innovative funding of lower levels of health service delivery as part of the universal health coverage goals.</p> <p><b>Managers:</b> Train DHMT staff tasked duties.</p> <p><b>Managers:</b> , at the regional level, provide regular supportive supervision visits.</p> <p><b>Managers:</b> Adopt financial planning and implementation tools tailored to the RHMTs to enable them administer clinics effectively.</p> <p><b>Regional and District Officers:</b> Identify training needs of staff and draw up training plans that addresses the knowledge and skills gaps of individuals.</p>	<p>What strategies will best focus our efforts based on this analysis?</p> <p>📌 <i>Strategy requires Communication Support</i></p> <div style="background-color: #2c5e8c; color: white; padding: 2px; margin-bottom: 5px;"><b>ENABLING ENVIRONMENT</b></div> <p><b>Financing:</b> Utilize innovative funding mechanisms through the National Health Insurance Scheme for health services at clinics.</p> <p><b>Institutional Capacity Building:</b> Create training programs on effective financial management of the health zones.</p> <p><b>Institutional Capacity Building:</b> Create capacity building program on the use of financial planning tools as part of DHMTs orientation.</p> <p><b>Policies and Governance:</b> Prioritize human resource allocation of well trained and qualified staff to insufficiently staffed DHMTs.</p> <div style="background-color: #2c5e8c; color: white; padding: 2px; margin-bottom: 5px;"><b>SYSTEMS, PRODUCTS AND SERVICES</b></div> <p><b>Quality Improvement:</b> Roll out the implementation of the clinics in all health zones.</p> <div style="background-color: #2c5e8c; color: white; padding: 2px; margin-bottom: 5px;"><b>DEMAND AND USE</b></div> <p><b>Skills Building:</b> Conduct periodic hands on training for DHMT leadership.</p>