

Impact of Financial Incentives on Outcome in Primary Healthcare in Albania

Gazmend Koduzi¹, Rustem Celami²

¹ Faculty of Medical Technical Sciences, U. of A. Xhuvani, Elbasan

² Faculty of Medical Technical Sciences, U. of A. Xhuvani, Elbasan/Women Health Clinic,
Tirana, Albania

Abstract

The goal of the study is to measure impact of financing mechanism of health centers (HC) articulated in HII policy in function of on health outcome measured through performance and bonus indicators.

By 2007, health centers (HC) in primary health care are public entities, autonomous, contracted by HII, financed according to package of services. HC is managed by Manager and economist that are responsible for financial and human resource. HC have bank account in order to do financial payments. HC are financed performance based according to a new formula: 85% of budget was given monthly for normal function of services, 10% was given monthly as performance based (number of visits performed by a doctor per day) and 5% was called quality bonus, given quarterly to HC. This study mean to measure impact of financial mechanism of HC in function of health staff performance, by those components: finance of health centers, health centers performance and level of health staff knowledge about reform in selected health centers. Goal of the study is to evaluate the impact of HII financial policy in framework of primary health care reform in performance of health Centers. This is a cross sectional study. Target of study are primary health care centers, family doctors and nurse employed in selected health centers. 52 health centers were selected randomly to be part of survey. Health staff interview was performed by using a self administered structured questionnaire. Data for financial and activity performance were taken by HII database. Data analysis was done using SPSS 19.0. Selected indicators were examined against a set of variables using Chi-square test and ANOVA.

684 health staff were interviewed from 52 HC, by which 17.3% were male and 82.7% female, and 42% work in urban area and 58% in rural. Bonus level was increased almost 7% in year 2009 comparing with year 2008 ($p=0.07$), meanwhile in year 2010 bonus was decreased almost 15% compared 2008 and almost 22% compared with 2009 ($p<0.001$).

Keywords: *Health care reform, financing mechanism, performance indicator, bonus indicator.*