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PERCEPTION OF HEALTH CARE WORKERS ON THE EFFECT OF COVID-19 FUNDS ON THEIR WELFARE

***Kuforiji, A. A[1], Onijingin, K[2], Fajana, Sola[3], Daniel O. J.[4], Bamidele, J. O.[5], Agboola, A. J[6]**

Olabisi Onabanjo University[1,4,5,6]

Rite Foods Limited[2]

University of Lagos[3]

INTRODUCTION

- ✓ COVID-19 pandemic which began as an outbreak in China in December 2019 metamorphosed into a deadly plague rapidly spreading across the Globe with Nigeria recording 2,119 deaths between March 2020 and June2021.

- ✓ While the world battled to understand the exact nature of the virus and its modes of transmission in order to eliminate it, health workers were unavoidably at the frontlines, providing healthcare services in the midst of severe work environments, excessive workload and their wellbeing unkempt.

- ✓ This research rest on the knowledge that workers' welfare transcends the monthly salary or allowances, it includes physiological, psychological and financial compensation.

STATEMENT OF PROBLEM

- ✓ The major challenge that necessitated this study is the perceived lack of accountability with government COVID-19 relief funds.
- ✓ This perception has led to a drop in the performance, moral and welfare of the front line health workers.
- ✓ Reports revealed that the Federal Government of Nigeria after eight months of COVID-19 pandemic crises is yet to fully insured health workers from the danger the pandemic is already causing on their lives.
- ✓ Hence, the health and welfare of the health workers is at risk during and after the COVID19 pandemic.
- ✓ Adeyeye (2020) also observed that the Nigerian economy had experienced drastic economic downturn which have negative impact on individual and household incomes, making food insecurity prevalent while jeopardizing workers' welfare.
- ✓ It is important to investigate the state of healthcare workers' welfare, this study therefore, is necessary in order to prevent the anticipated continuous drop in performance, moral and welfare of the front liners.

Objectives of the Study

The main objective of the study is to examine the perception of health care workers at Olabisi Onabanjo University Teaching Hospital (OOUTH) on the effect of Covid-19 funds on their welfare.

In specific terms, the study achieved the following objectives:

1. evaluates the perception of Health workers on COVID-19 intervention Fund on their Welfare;

2. examines the involvement of health workers in the management of COVID-19 cases;

3. identifies the influence of COVID-19 case management on health workers' stress levels.

Research Questions

The research questions that were answered in this research are:

1. Does COVID-19 intervention fund has any effect on health care workers' welfare?

2. What is the level of involvement of health care workers in the management of COVID-19 cases?

3. What is the influence of COVID-19 Case management on health care workers' stress levels?

Research Hypothesis

The research hypothesis are as follows:

$H0_{1.}$ COVID-19 intervention fund has no significant effect on health care workers' Welfare.

$H0_2$. Health care workers have no significant involvement in the management of COVID-19 cases.

$H0_3$. COVID-19 Case management has no significant influence on health care workers' stress levels.

Methods

Research Design

- ✓ Due to the United Nations' decision to redirect funds budgeted for other humanitarian services to focus on COVID-19 and the stressful Health Worker's working condition/environment (Zhang et al., 2020; António Guterres, 2020), this study used survey research design to evaluate the perception of health care workers at Olabisi Onabanjo University Teaching Hospital (OOUTH) on the effect of Covid-19 funds on their welfare.

Population of Study

- ✓ A descriptive cross sectional study conducted between 01 February 2021 and 01 March 2021 on all Doctors; House officers; Medical Officers; Residents; Consultants; Nurses; Nursing officers; Senior nursing officers; Principal nursing officers; Assistant Chief nursing officers; Chief nursing officers; Pharmacists; Junior Pharmacists; Senior Pharmacists; Laboratory staff; Junior Laboratory staff; Senior laboratory staff; Physiotherapists; Junior Physiotherapists; Senior Physiotherapists; Attendants and Cleaners.
- ✓ Health care workers in the Ogun State COVID-19 Isolation Centre situated in OOUTH were considered in the population of study.

Sample size and sampling Technique:

The statistical formula postulated by Yamane (1967) and used by Israel (2010) was used to determine the sample size of this study with 95 percent confidence level and 5 percent error tolerance level which is concerned with the application of normal estimate.

The population's statistical formula is as follows:

$$n = \frac{N}{\Sigma [(1 + N (e^2)]}.$$

Where:

n = The desired sample size to be determined

N = Total population.

e = Accepted error limit 0.05 on the basis of 95% confidence level.

For more adequate representations and to provide for the instruments that may not return, 40% of the determined sample size was added and that brings the sample size to 500 for the study. The addition of was based on the recommendation of Israel (2010).

Ethical approval:

- ✓ All the eligible respondents were informed about the objectives of the study, and they agreed and signed consent form before participation.
- ✓ Participants were assured that the information collected would remain anonymous.
- ✓ The study was approved by the Ethics Council of OOUTH (OOUTH-HREC).

Sampling Method:

- ✓ Simple random sampling was adopted because of the homogeneous characteristics of population of study, that is, the stratified Health care workers at OOUTH.

- ✓ A proportion to size allocation was used to select the number of respondents needed from each cadre of health workers within the hospital.

- ✓ For cadres which had more than the required number of respondents' needed, simple random sampling was used to select only the number of respondents required.

Data Collection:

- ✓ The data was collected through an adapted 6-point Likert-type scale self-administered questionnaire divided into five sections.

- ✓ Section 1 measured the respondents' biographic data; gender, age range, occupation category, academic qualifications, length of service. Section 2 measured Health care workers' welfare with 18 questions. Section 3 measured COVID-19 Case Management by Health Workers with 4 questions. Section 4 measured how is COVID-19 Intervention Fund is being applied in health care facilities with 6 questions and part B measured the Influence of COVID-19 Case management of health workers' stress levels with 25 questions.

Results

Ho1: COVID-19 intervention fund has no significant effect on health care workers' Welfare.

Variable(s)	Coefficient	T-statistics	P-Value
C	47.279	22.937	0.000
COVID 19 Fund	.353	3.646	0.000
F-Statistics = **13.295** (0.0000)		R-Square =..043, Adj-R-Square= .040	

Interpretation: revealed that COVID-19 intervention fund has a significant effect on health care workers' Welfare, with coefficients and probability values of $\beta_{1=}$ 0.353, P-value<0.05.

The F-stat (13.295, P-value<0.05) shows the fitness and overall significance of the regression model. The coefficient of determination (R^2) suggested that 43% variation in health care workers' Welfare is accounted for by COVID-19 intervention fund. However, the model did not explain 57% of the variation in health care workers' Welfare, implying that there are other factors associated with health care workers' Welfare, which were not captured in the current model

Results

Ho2: Health care workers have no significant involvement in the management of COVID-19 cases.

Variable(s)	Coefficient	T-statistics	P-Value
C	20.563	14.536	0.000
HCW	..404	5.124	0.000
F-Statistics = **21.472** (0.0000)		R-Square =..052, Adj-R-Square= .051	

Interpretation: The result summary on table 4.2 reveals that health care workers' are significantly involve in COVID-19 cases, with coefficients and probability values of $\beta_{1=}$ 0.404, P-value<0.05.

The F-stat (21.472, P-value<0.05) shows the fitness and overall significance of the regression model. The coefficient of determination (R^2) suggested that 52% variation in Covid19 cases was accounted for by health care workers. This reveal the relative high level of involvement of health care workers in Covid19 management cases.

Results

Ho3 COVID-19 Case management has no significant influence on health care workers' stress levels.

Variable(s)	Coefficient	T-statistics	P-Value
C	13.742	19.432	0.000
COVID 19 Case Mgt	.512	6.935	0.000
F-Statistics = **28.146** (0.0000)		R-Square =..029, Adj-R-Square= .027	

Interpretation: The result summary on table 4.3 reveals that COVID-19 case management has a significant influence on health care workers' stress level, with coefficients and probability values of $\beta_{1=}$ 0.512, P-value<0.05.

The F-stat (28.146, P-value<0.05) shows the fitness and overall significance of the regression model. The coefficient of determination (R^2) suggested that 29% variation in health care workers' stress level was accounted for by COVID-19 cases management. However, the model did not explain 71% of the variation in health care workers' stress level, implying that there are other factors associated with health care workers' stress level, which were not captured in the current model.

Discussion of Findings

The study revealed that there were other welfare factors that affect Healthcare Workers' welfare which were not considered in the model. The work of Oleribe, Udofia, Oladipo, Ishola and Taylor-Robinson (2018) on Healthcare workers' industrial action documented poor leadership as the most common cause of strike action by healthcare workers.

- ✓ Health care workers have no significant involvement in the management of COVID-19 cases, this study revealed that there is high level of involvement of Healthcare workers in Covid-19 management cases. This is contrary to what Huynh, Nguyen, Tran,Vo, Vo, Pham (2020) found in a study at District 2 Hospital, Ho Chi Minh City in a study on Knowledge and attitude toward COVID-19 among healthcare workers, which revealed that there is a significant negative correlation between knowledge and attitude of Health Care Workers about COVID-19.

- ✓ The hypothesis, COVID-19 case management has no significant influence on health care workers' stress levels, showed that COVID-19 case management has a significant influence on health care workers' stress level.

- ✓ This result corroborates the work of Mbaba, Ogolodom, Abam, Akram, Alazigha, Nwodo, Fikry, Elbossaty, Jaja, Maduka, Akhigbe, Achi, Jayeoba, and Anene (2021) who found that the professional ethics of Healthcare workers mandate them to attend to the sick despite the riskthat exposure to COVID-19 brings.

Conclusion and Recommendation

- ✓ Healthcare Workers are tremendously strained during the course of any pandemic because of the first line roles played by them in response to the pandemic.

- ✓ The delivery of health care services is being challenged by the combination of increased patient care demands, inappropriate attention to their welfare and in ability to balance life with work which result to high stress level experienced by most healthcare workers.

- ✓ For the healthcare workers to put in their best at work, it is essential that the workplace management should set out objectives which would have potential benefits to workers' welfare and wellbeing that accrue from well-designed employee engagement interventions.

- ✓ The study, recommends that Judicious use of allocated funds earmarked for health care welfare should be dispensed without giving room for suspicion.

- ✓ Furthermore, humans, being the organisation’s most valued asset, the Healthcare workers’ work-life-balance should be of paramount importance to Management wherein, their stress level is adequately taken care of.

Future Research

- ✓ Future work to test the efficacy of stress management technique on healthcare workers that will enhance their welfare.