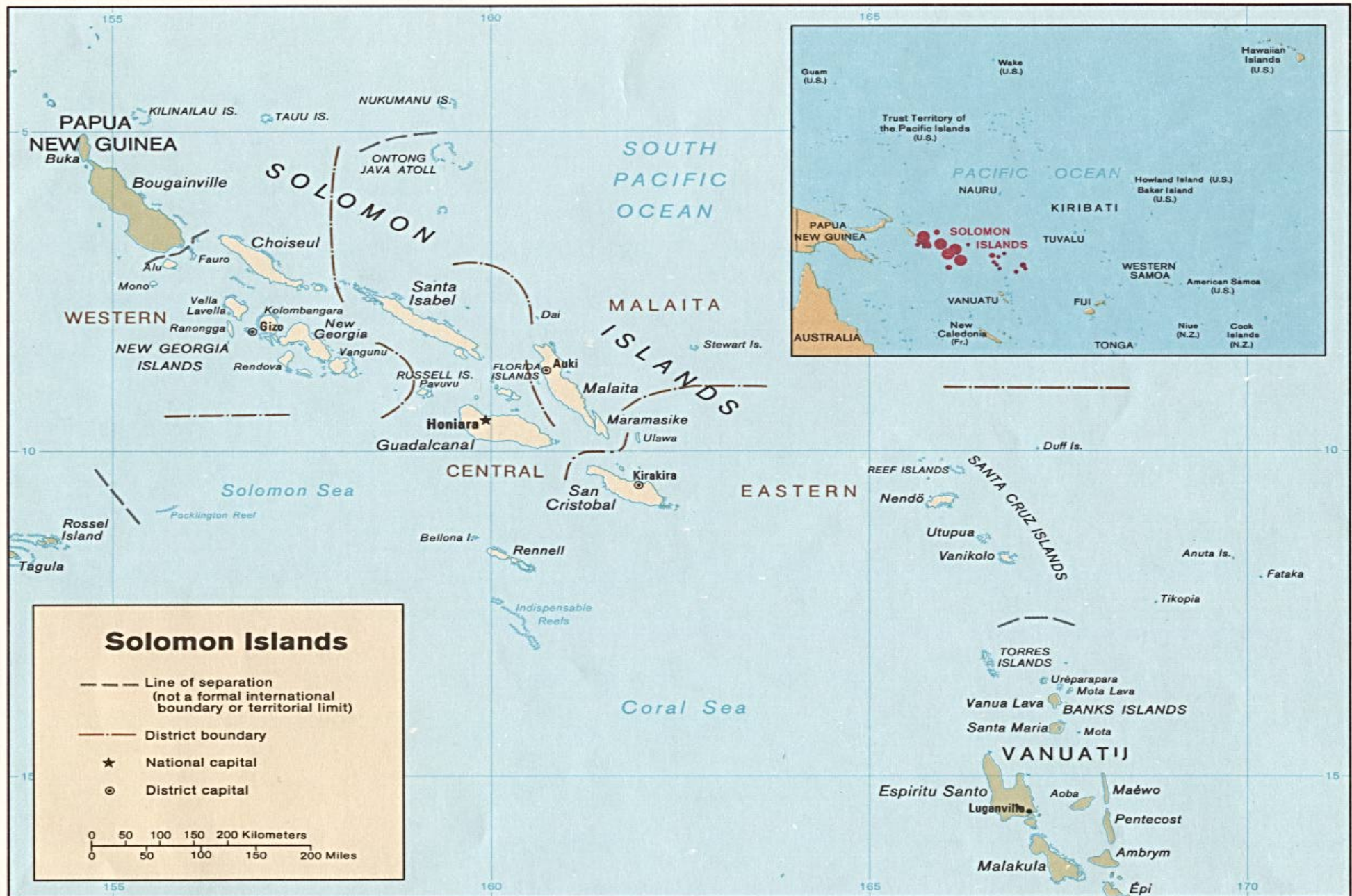


Motivating the Malaria Implementation Team and the Community: do not forget Maslow's Hierarchy of Needs

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Map of Solomon Islands



A Fact of life

What motivates one person at a given point in
item is not necessarily what motivates
another

The Reef Islands

The Reef Islands are at the southern tip of our country in Temotu Province which is the focus of our malaria elimination program - even we consider them isolated

We went there to talk about how we are going to rid them of the scourge malaria – we wanted to motivate them to take control and use ITNs

Trouble is their health priority is skin disease – they rarely have malaria cases – so how to motivate them to use nets *so we can feel good by eliminating malaria (the latter motivates us not them)*

Perhaps we should help the health service address skin disease problems

To engage them in our program (our objectives) and try to get them to see we want to help them we asked what was their biggest need – education for their children – so we got some books for their school (provided by a secondary school in Brisbane for free)

Malaria Staff

Our malaria staff number 97

They are motivated to control malaria

They do want to work with others and achieve project goals

BUT

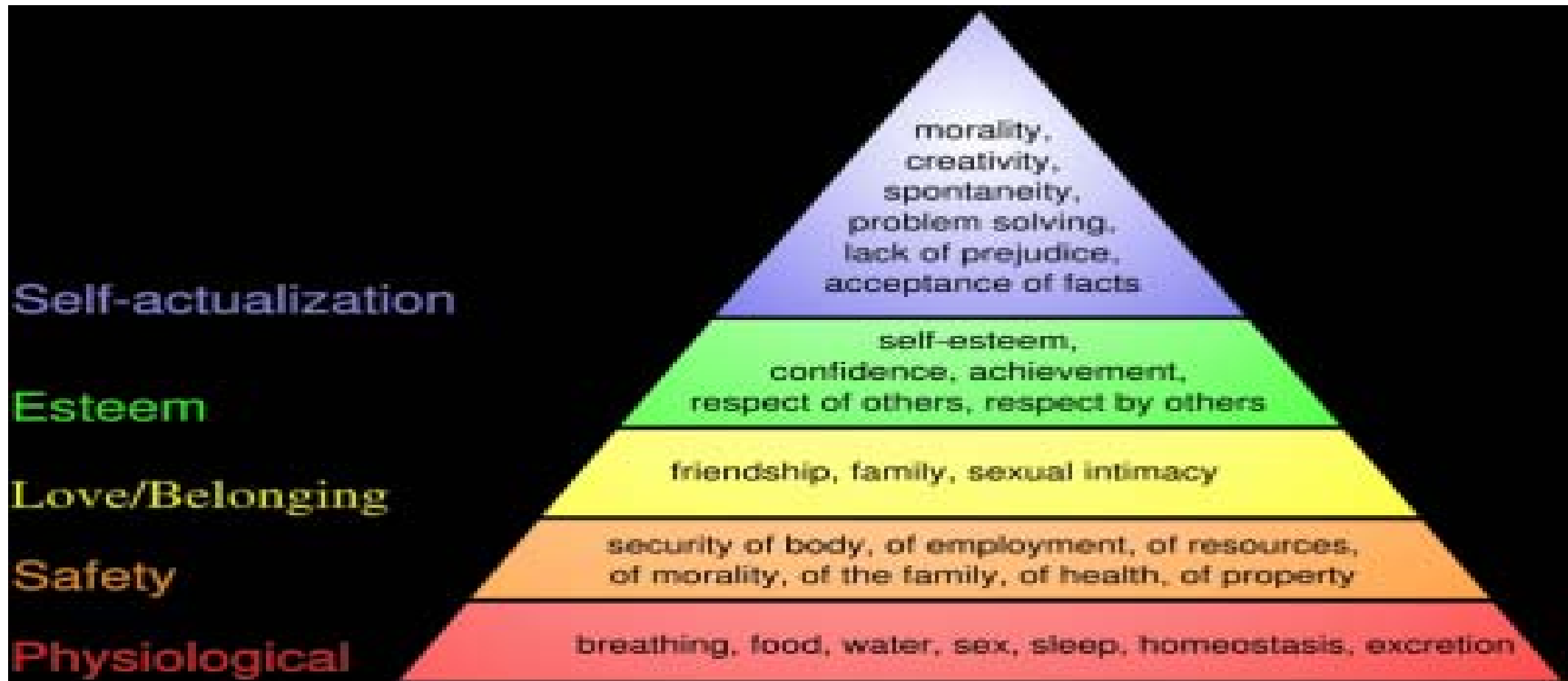
There is a mismatch between where they are with regard to Maslow's Hierarchy of needs and where donors would like to see them

Malaria Staff

These needs in order of priority are:

- Biological and Physiological needs - air, food, drink, shelter, warmth, sex, sleep, etc.
- Safety needs - protection from elements, security of employment, security of resources, of the family, of health, or property.
- Belongingness and Love needs - work group, family, affection, relationships, etc.
- Esteem needs - self-esteem, confidence, respect by others, achievement, mastery, independence, status, dominance, prestige, managerial responsibility, etc.

Maslow's Hierarchy of Needs – where are you? –
in the blue zone or in the yellow and orange zones



What are the needs of donors and advisers that they focus on

Level 5

Self-Actualization needs - realising personal potential, self-fulfilment, problem solving seeking, lack prejudice, acceptance of facts, personal growth and peak experiences

What are the needs of our staff that are not being met

Levels 1, 2 and 3

Biological and Physiological needs – not enough funds to feed the family and meet clan responsibilities

Safety needs - lack of access to affordable and adequate housing

Esteem needs related to work – no feelings of high self-esteem, confidence, respect by others, achievement, mastery, independence, status, dominance, prestige

We can't expect staff to perform at level 5 when their basic needs are not being met

The most critical issue is engaging SIG staff in the scaling up of control and elimination. This means they have to work harder and longer. This needs to be recognised and where possible rewarded. It is essential that their work environment should be enjoyable not stressful and this needs to be taken into account by managers and external stakeholders.

What might help

- Succession planning
- Skills development – management and technical
- Provide standard agreement and wages for community microscopists.
- Engage HQ Administration to implement outstanding issues of salaries, wages and scheme of service for all malaria workers whether non-established, direct employees or established workers.
- HR Capacity building - formal and on the job training plans at levels of service, recruitment and succession plans
- Appoint an officer to facilitate training programs
- Renovate and build new staff housing for all malaria staff and ensure safety gear and equipment is provided for the various types of services planned.
- Appoint an officer to follow up all staff queries and entitlements with MoH and Public Service Department (PSD) on a full time basis.