

Performance Based Financing

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Objectifs of the PBF

- **General objectif:** To improve the health status of the Rwandan population.
- **Specific objectifs:**
 - To improve the accessibility of the population to the health care services.
 - To motivate the health personnel
 - To insure financial equity between the different districts
 - To improve the quality of care
 - To reinforce the management of the health units and insure the autonomy of those structures

What is the target?

- The indicators related to the MDG's: Infant and maternal health, HIV/AIDS and Malaria
- MPA: Minimum package of activities at H.C level.
- CPA: Complementary package of activities at DH.

Strategies

- To remunerate the outputs
- To consider the quality of services deliveries: supervisions and controls
- To manage the contract
- To monitor the functioning of the District Steering Committee (Piloting committee).
- To produce the management tools
- To train the staff at different levels.

Monitoring and Evaluation System

- At H.C level: Done by the DH team and USF monthly for both quantity and quality.
- AT DH : peer review system (Hospitals clustered in a group of 4. 3 evaluate the 4th).
- The score is given to the institution which affect the financial flow and the top up to be allocated to the personnel during the quater.

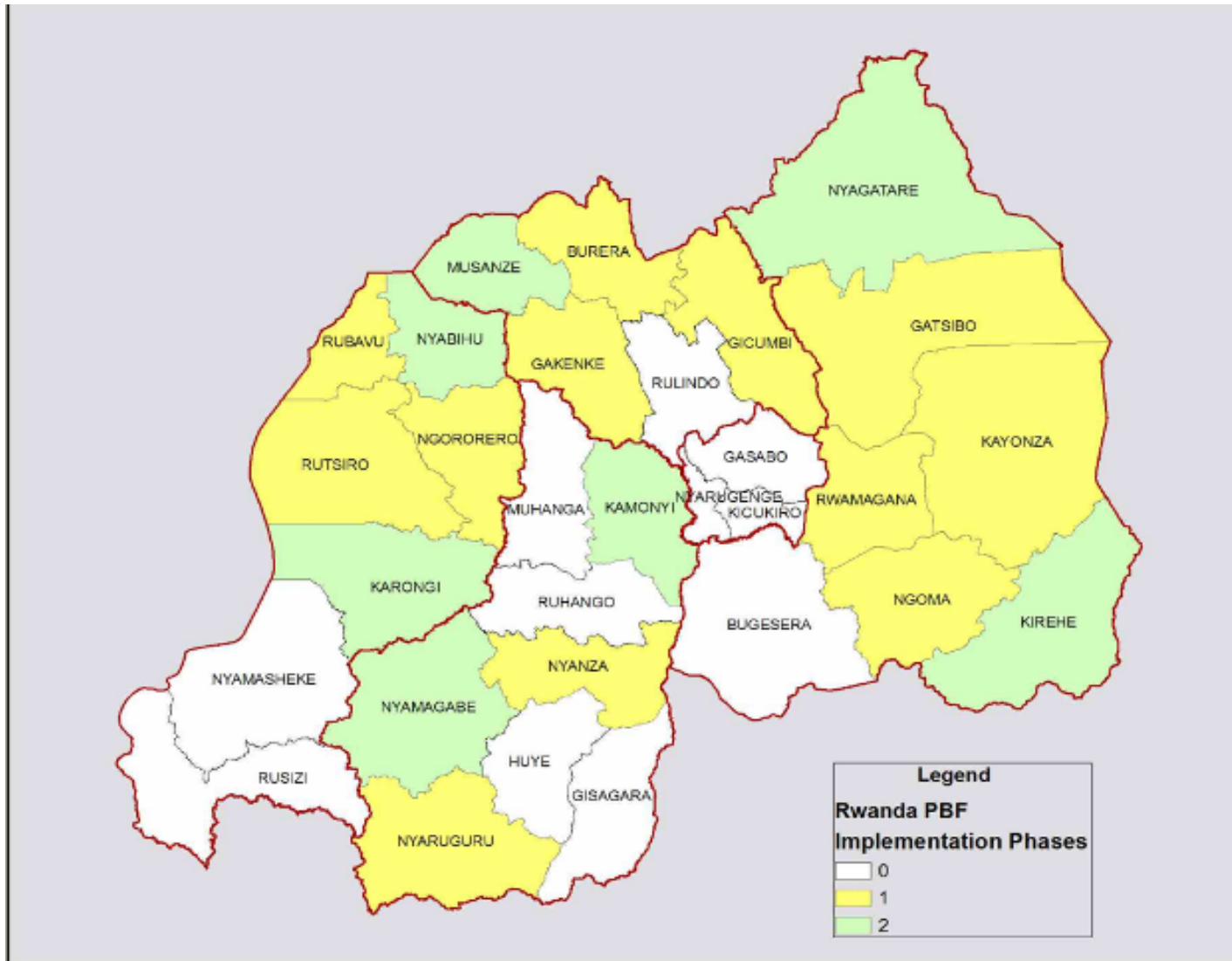
Payment of the personnel

- Indice value for 100%: 215
- Performance of the structure: 80%
- Revenue of staff: $215 \times 80\% \times \text{Indice}$
- The staff members must do all possible to improve their cotation so that they increase their revenue.

Tools currently used

- Grille d'indicateurs du centre de santé
- Grille d'évaluation de la qualité du centre de santé.
- Grille d'évaluation des indicateurs des sites VIH.
- Grille d'évaluation des HD par les paires.
- Website for managing the datas and the bills

Roll Out Plan



Conclusion

- The PBF is a dynamic approach
- The health personnel is motivate and is innovative on how to improve his performance.

The managment of the health structures is being consolidated.

THANKS