



**NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY**

**FACULTY OF ENVIRONMENTAL SCIENCE**

**DEPARTMENT OF ENVIRONMENTAL HEALTH**

**MASTER OF SCIENCE DEGREE IN ENVIRONMENTAL HEALTH**

**HEALTH SYSTEMS MANAGEMENT**

**EEH 6101**

**Examination Paper**

**October 2024**

This examination paper consists of **THREE** pages

**Time Allowed:** 3 hours

**Total Marks:** 100

**Special Requirements:** NONE

**Examiner's Name:** Mr M.Y Khozah

**INSTRUCTIONS**

1. Answer **QUESTION ONE** and any **THREE** questions
2. **QUESTION ONE** carries **40** marks, while the rest of the questions carry **20** marks each

**MARK ALLOCATION**

<b>QUESTION</b>	<b>MARKS</b>
1.	40
2.	20
3.	20
4.	20
5.	20
6.	20
<b>TOTAL</b>	<b>100</b>

### **Question One (Compulsory)**

Result-Based Financing (RBF) is a program that offers incentives to individuals or institutions once predetermined results have been accomplished and verified. This approach has gained significant traction in the health sectors of low and middle-income countries, particularly in regions that face fragility or conflict. RBF has been hailed as a means to reform and enhance the purchasing process, bringing about positive changes in these challenging contexts.

- i. Discuss why the RBF program in Zimbabwe was found to have improved health workers' satisfaction with reimbursement, but motivation appeared to be negatively affected [15]
- ii. More work needs to be done to understand and improve the motivation of health workers in Zimbabwe. What strategies could be implemented to ensure the sustainability of the program? [13]
- iii. The Zimbabwean health system is largely funded out of pocket, discuss how the RBF intervention protects the poor and ensure they access to quality health care services. [12]

### **Question Two**

Discuss the strengths and weaknesses of the World Health Organization's six (6) building blocks in assessing the performance and management of a health system. [20]

### **Question Three**

Different leadership styles are key to ensuring the management of health systems. Citing realistic examples discuss the strengths and weaknesses of at least five (5) leadership styles that are applicable in Health Systems Management. [20]

### **Question Four**

Discuss the five (5) pillars of health promotion in Health Systems. [20]

### Question Five

A long-standing debate in the migration of health workers concerns the ethical recruitment of health workers from developing to developed countries. The increasing demand for health workers in developed nations has intensified this migration, leading to significant workforce shifts. While some argue that the aggressive recruitment of health workers by developed countries is unethical, others believe that health professionals have the right to choose where they work. Discuss the effects of this migration on the health systems of both developed and developing countries. [20]

### Question Six

Social determinants of health play a critical role in shaping the health outcomes of populations.

- i. Discuss the key social determinants of health and how they contribute to health disparities within a population. [15]
- ii. Propose strategies to address these determinants to reduce health inequities and improve overall health outcomes. [5]