

**FACTORS INFLUENCING HEALTHCARE WORKER'S RELUCTANCE
TO UTILIZATION OF HIV AND AIDS SERVICES WITHIN THEIR
WORKPLACE: A CASE OF DONALD FRASER HOSPITAL**

BY

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ABSTRACT

The study is about describing the factors influencing healthcare worker's reluctance to utilization of HIV and AIDS services within their workplace: A case of Donald Fraser Hospital. The study population is the health care workers at Donald Fraser Hospital consisting of doctors, assistant managers, operational managers, professional nurses, enrolled nurses, and enrolled nursing assistants.

The researcher used a mixed research methodology both qualitative and quantitative research methodology. A qualitative design ensures a close interaction between the researcher and the respondent and a quantitative design to be able to quantify the number of occurrences in each theme or category so that the theme with highest frequency can be regarded as significant to the problem under investigation. The researcher used a descriptive study design to obtain complete accurate information about the phenomenon under study. The sampling method used in the study is the non-probability purposive sampling method. Data collection was done using both interviews and questionnaires, Interviews due to the fact that open ended questions allow participants to answer questions freely provide new ideas and enriches data and questionnaires are economical, have standardized questions and ensures anonymity. Data analysis for questionnaires used Statistical Package of Social Science Programme (SPSSP), Data analysis for interviews was done through thematic analysis. Ethical consideration was considered and an ethical clearance certificate was obtained from the University.

The Major findings of the study are:

Major findings on the factors influencing healthcare worker's reluctance to utilization of HIV and AIDS services by healthcare workers in their workplace:

- The findings of this study clearly indicate that HIV and AIDS counseling is provided for healthcare workers as indicated in the responses but even though the healthcare workers are provided with HIV counseling they do not utilize the service provided for them.
- Finally fear, stigma, and concern about the risk of getting infected were identified as major findings.

- The study found out that the respondent revealed that the use of Antiretroviral treatment reduce the untimely deaths by HIV infected patients, Most striking is the fact that some healthcare workers do report needle pricks when also a small number of respondent do not report needle pricks this is also a course for concern that we still find healthcare workers who do not report needle prick injuries so that proper steps can be taken to prevent exposure to infections.

The recommendations of the study were;

Recommendations on factors influencing healthcare worker's reluctance to utilization of HIV and AIDS services by healthcare workers in their workplace:

- The institution should enforce confidentiality in hospitals though a certain percentage indicated that there is confidentiality we still have those who deny that there is confidentiality, The HIV education should integrate a change from fear to caring for people living with HIV.
- Healthcare workers should be given regular workshops indicating also incidences where needle prick injuries had led to healthcare workers having infected and emphasize the importance of reporting needle prick injuries.
- The needle stick policy should be communicated to employees and employees are to be shown the benefit of reporting needle prick injuries. Encourage and monitor infection control practices such as the use of protective equipment and clothing.
- Introduction of mobile phone messaging applications such as short message services (SMS) and the use of multimedia messages (MMS) may be an effective way of reminding healthcare workers on medications or providing them with support messages and the use of voice messages to improve adherence to treatment and reduce risky behaviors.
- Healthcare worker support group should be formed where infected healthcare worker can have an avenue for discussion, reflections and empower each other, this will assist healthcare workers realize that they belong.