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## Performance of Community Health Workers

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## About the author

Maryse Kok graduated in management, policy analysis and entrepreneurship in the health and life sciences, with a specialization in international public health, at the VU University Amsterdam in 2004. She started her career in policy advice in the field of infectious diseases and, later on, sexual and reproductive health and rights at the Dutch Ministry of Health, Welfare and Sport. Having been involved in the development of several international treaties on health and development, she decided to gain more practical experience in the area of public health in developing countries. She worked in Mwanza district, Malawi, in the management and coordination of curative and preventive health services. It was in Malawi where her interest in community health workers started. Together with the district team, she introduced new methods of supervision and performance appraisal, leading to enhanced motivation and performance of community health workers. She joined the Royal Tropical Institute (KIT) in November 2011, and got the opportunity to expand her work on performance of community health workers in the REACHOUT project. This research consortium, led by the Liverpool School of Tropical Medicine, aims to generate knowledge to strengthen the performance of community health workers and other close-to-community health care providers in Bangladesh, Ethiopia, Indonesia, Kenya, Malawi and Mozambique. Her work for this project has resulted in this PhD thesis. Her current activities within KIT can be placed in the broad area of health systems strengthening in low- and middle-income countries. She is particularly involved in research and advice in human resources for health, community health systems and sexual and reproductive health and rights. She teaches health system research in the Master in Public Health/International Course in Health Development at KIT. Her other relevant publications related to this thesis are:

Vaughan, K., **M. C. Kok**, S. Witter, and M. Dieleman. 2015. "Costs and cost-effectiveness of community health workers: evidence from a literature review." *Human Resources for Health* (2015) 13:71.

Ndima, S. D., M. Sidat, C. Give, H. Ormel, **M. C. Kok**, and Taegtmeier M. 2015. "Supervision of community health workers in Mozambique: a qualitative study of factors influencing motivation and programme implementation." *Human Resources for Health* (2015) 13:63.

McPake, B., I. Edoka, S. Witter, K. Kielmann, M. Taegtmeier, M. Dieleman, K. Vaughan, E. Gama, **M. Kok**, D. Datiko, L. Otiso, R. Ahmed, N. Squires, C. Suraratdecha, and G. Cometto. 2015. "Cost-effectiveness of community-based practitioner programmes in Ethiopia, Indonesia and Kenya." *Bulletin of the World Health Organisation*; 93:631–639A.

Frymus, D., **M. Kok**, K. de Koning, and E. Quain. 2013. "Community Health Workers and Universal Health Coverage. Knowledge gaps and a need based Global Research Agenda by 2015." *Global Health Workforce Alliance Working Paper, October 2013*.

**Kok, M. C.**, and A. S. Muula. 2013. "Motivation and job satisfaction of Health Surveillance Assistants in Mwanza, Malawi: an explorative study." *Malawi Medical Journal* 25(1): 5-11 March 2013.

**Kok, M.**, K. Herschderfer, and K. de Koning. 2012. "Technical consultation on the role of community based providers in improving Maternal and Newborn Health, Final report." *Royal Tropical Institute, the Netherlands, 2012*.