## Contents

Introduction Community health workers: how they began Linking the health sector and the community Three major themes	1 2 4 8
Chapter 1. Attitudes  The vertical relationship: health personnel and CHWs The vertical relationship: health personnel and communities The vertical relationship: attitudes of communities towards	10 11 13
health personnel and CHWs Changing attitudes Revising selection criteria Revising curricula Using a teamwork approach Using student-oriented teaching methods Involving health institutions Increasing community participation Improving supervision Training institutions and health services set the example Signs of change	14 15 15 16 16 19 20 21 21 23
Chapter 2. Structure and management  Village health committees: the formal link  Representation  Selecting health committee chairpersons and members  Using community structures  Involving community groups  Lessons learned  The community and the CHW  Involving traditional healers  Advantages of using traditional healers as CHWs  Constraints on using traditional healers as CHWs  Links between the health system and the health development structure  A call for action	25 28 30 32 33 33 37 38 40 41 44
Chapter 3. Resources General concerns Remuneration of CHWs Support services Planning and budgeting for CHW programmes	50 51 51 52 52

## CONTENTS

Requirements for effective community involvement and	
contribution	53
Costs of CHWs	53
Assessing the costs of CHW programmes in Thailand and	
Jamaica	54
Financing mechanisms	62
Government support	62
Community support	63
Other private sector support	66
Resource allocation	66
Chapter 4. Conclusion: the way forward	68
Poforances	70