

## Abstract

**Objectives:** To evaluate the perception of inter-professional rivalry among health workers and its effect on health service delivery in University of Ilorin Teaching Hospital, Ilorin Kwara State, Nigeria

**Introduction:** Inter-professional rivalry is one of the issues bedevilling the Nigerian health sector aside other issues of poor funding, poor management and administration among others. In many developing countries in Africa, the health system has been functioning sub-optimally due to recurring challenges within and external to it. The existence of Inter-professional rivalry among health workers within hospitals especially in Nigeria and its impact on healthcare service delivery cannot be overemphasized. These challenges have been adversely affecting the delivery of accessible and affordable healthcare services as well as the quality of health care in various health institutions. The rivalry and conflicting relationships among health professional often lead to adverse health outcomes for patients as well as occupational dissatisfaction for the health workforce.

**Methods:** Descriptive statistics and a Chi-square test were used to identify and compare the demographic information, causes, and effects of inter-professional rivalry as well as what can be done to address inter-professional rivalry. An unpaired t-test was used to determine whether there are any statistically significant differences in the perception and effects of inter-professional rivalry based on socio-demographic variables. The significance level ( $\alpha$ ) will be set at 0.05. Also, logistic regression was used to determine the impact of inter-professional conflicts on healthcare delivery.

Associations and Differences between the variables were assessed by multivariate analyses and ANOVA. A descriptive cross-sectional study involving 413 health workers across seven (7) major health departments in University of Ilorin Teaching Hospital Nigeria. Pertinent data were collected via structured questionnaire and analysed using SPSS Version 20.

**Discussion:** Over Ninety-seven percent (97%) of 413 respondents perceived the existence and non-existence, causes and consequences of rivalry among health workers. The conceptual framework proved to be strong explaining 30% of the variance (adjusted R square= 0.301). There is a significant divergent opinion on the leadership of the health team, patient management, establishment positions, and monetary issues as well as on the effects of Inter-

Professional Rivalry with more doctors recognizing its hazards. Nurses and medical laboratory scientists show there is a significant relationship in the responses on the causes and ways of managing inter-professional rivalry. The odds of the perception of respondents on the causes of inter-professional rivalry is less likely among majority of the health workers.

Majority of the health workers as well agreed to the effects of inter-professional rivalry on quality patient care. The odds of the perception of doctors 82.3% (AOR 0.69, 95%CI: 0.23, 2.16) and the radiographers 100% (AOR 0.83 95%CI: 0.16, 4.23) on the effects of inter-professional rivalry are less likely to agree among majority of the health workers while the other counterparts are more higher; Nurses 76.8% (AOR 1.44, 95%CI: 0.52, 4.02), Medical laboratory scientists 78.6% (AOR 1.12, 95%CI: 0.38, 3.58), Pharmacists 54.2% (AOR 2.07 95%CI: 0.63, 6.78) and the Physiotherapists 82.4% (AOR 1.58, 95%CI: 0.32, 7.69).

Inclusively, the odds of the perception of respondents on the management of inter-professional rivalry is more likely among majority of the health workers; doctors 100%% (AOR 1.916, 95%CI: 0.64, 5.76), Nurses 99.1% (AOR 4.30, 95% CI: 1.55, 11.96), Medical laboratory scientists 98.2% (AOR 3.20, 95%CI: 1.03, 9.92), pharmacists 95.8% (AOR 1.59, 95%CI: 0.45, 5.61), Radiographers 100% (AOR 1.17, 95%CI: 0.24, 5.61). the odds of the Physiotherapists 100% (AOR 0.30, 95%CI: 0.48, 1.94) are less likely than other health workers.

Conclusion: The study shows that the health workers are well aware of what is causing the rivalry among them and mutually agree on the consequences it has in quality healthcare as well as the ways they feel it can be managed to reduce its occurrence to the barest minimum.