

Randomised trials have shown that supervision can improve performance and act as a mechanism for providing professional development, improving health worker job satisfaction, and increasing motivation. With decentralisation, district supervisors are increasingly the only contact between health workers in remote villages and the rest of the formal health system. The main challenges for supervisors are improving the quality of supervision, increasing the time spent with health workers, and measuring the cost-effectiveness. Often supervisors lack skills, tools and transportation. Many are burdened with administrative duties. As with health workers, the determinants of a supervisor's performance should be understood and strategies implemented to support supervisors and improve their performance. System-level interventions such as low-cost strengthening of decentralised district health-management teams and supervisors can quickly improve performance of much larger numbers of frontline health workers, Rowe et al.