

**Global HIV/AIDS Initiatives in Zambia**  
**Health Facility Survey - Human Resources**  
**Phase 2 – June 2008**

**Questionnaire No.:** [ ][ ][ ][ ][ ] *Office use only*

**Date of Interview (dd/mm/yyyy):** [ ][ ] / [ ][ ] / [ ][ ][ ][ ]

**Name of Facility** \_\_\_\_\_

**Location of Facility** \_\_\_\_\_

**Result Code**

- 1 Completed
- 2 Respondent not available
- 3 Refused [ ]
- 4 Partially completed
- 5 Other

Specify \_\_\_\_\_

**Research Interviewer** (RI) [ ][ ]

**RI Sign.** \_\_\_\_\_ **Checked by Supervisor** \_\_\_\_\_ **Date** \_\_\_\_ / \_\_\_\_ / \_\_\_\_

**Section A: Human Resources**

**Find the person in charge of human resources. If he/she is not present, ask to speak with the person who is most knowledgeable about Human Resource services in the facility. Ask the Manager to introduce you to this person.**

<b>101</b>	Are you the person in charge of human resources at this facility?	Yes 1 No 2		[ ]		
I would like to find out how many health workers have been employed in this facility over the last three years. <b>(Total number of staff employed by profession )</b>						
	<b>102. Total currently employed</b>	<b>103. Total employed Jan 2008</b>	<b>104. Total employed Jan 2007</b>	<b>105. Total employed Jan 2006</b>	<b>106. Total employed Jan 2005</b>	<b>107. Total employed Jan 2004</b>
<b>Total number of staff involved in the provision of health services</b>						
a. Physician (general)						
b. Physician (specialist)						
c. Clinical officers						
d. Nurse (ZRN)						
e. Nurse (ZEN)						
f. Laboratory technician						
g. Laboratory Assistant						
h. Pharmacists						
i. Pharmacy Assistant						
j. Dedicated HIV counselors						
k. Records/registry clerk						
l. Others						
<b>Total number of ALL Staff</b>						

<b>108. How many health workers are involved in providing VCT services at this facility?</b>							
		<b>Current</b>	<b>Jan 2008</b>	<b>Jan 2007</b>	<b>Jan 2006</b>	<b>Jan 2005</b>	<b>Jan 2004</b>
a.	Full-time provision of counseling services for HIV						
b.	Part-time provision of counselling services for HIV services.						
c.	Laboratory tests for HIV Alone						
d.	Laboratory tests for HIV and non-HIV services						
e.	<b>Total</b>						

<b>109. How many health workers are involved in providing ART services at this facility?</b>							
		<b>Current</b>	<b>Jan 2008</b>	<b>Jan 2007</b>	<b>Jan 2006</b>	<b>Jan 2005</b>	<b>Jan 2004</b>
a.	ART alone						
b.	ART and non-HIV services						
c.	<b>Total</b>						

<b>110. How many health workers are involved in providing PMTCT services at this facility?</b>							
		<b>Current</b>	<b>Jan 2008</b>	<b>Jan 2007</b>	<b>Jan 2006</b>	<b>Jan 2005</b>	<b>Jan 2004</b>
a	PMTCT alone						
B	PMTCT and non-HIV services						
C	<b>Total</b>						

### Section B. Staff Training and Incentives

111	Have staff at this facility received any kind of training whilst employed at this facility in 2007?	Yes 1 No 2	<input type="checkbox"/>	<b>If no, skip to 116</b>
112	How many staff have received training in 2007?	Record number: _____		

113	<p>What type of training were received in 2007</p> <p><b>(Read out and record number)</b></p>	<p><b>1 = Yes, 2 = No</b></p> <p>a) HIV testing    1   2   <input type="checkbox"/></p> <p>b) HIV counselling    1   2   <input type="checkbox"/></p> <p>c) ART    1   2   <input type="checkbox"/></p> <p>d) PMTCT    1   2   <input type="checkbox"/></p> <p>e) Child Health    1   2   <input type="checkbox"/></p> <p>f) Maternal Health    1   2   <input type="checkbox"/></p> <p>g) Family Planning    1   2   <input type="checkbox"/></p> <p>h) TB    1   2   <input type="checkbox"/></p> <p>i) Malaria    1   2   <input type="checkbox"/></p> <p>j) Other    1   2   <input type="checkbox"/></p> <p>Specify1 _____ <input type="checkbox"/></p> <p>Specify2 _____ <input type="checkbox"/></p> <p>Specify3 _____ <input type="checkbox"/></p>						<p><b>No. trained</b></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>		<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	
114	<p>Do incentives/job benefits exist for staff providing the following services at this facility?</p>			<p><b>Financial</b></p> <p>Yes No</p>		<p><b>Non-financial</b></p> <p>Yes No</p>					
		a) ART	1	2	<input type="checkbox"/>	1	2	<input type="checkbox"/>			
		b) VCT	1	2	<input type="checkbox"/>	1	2	<input type="checkbox"/>			
		c) PMTCT	1	2	<input type="checkbox"/>	1	2	<input type="checkbox"/>			
		d) TB	1	2	<input type="checkbox"/>	1	2	<input type="checkbox"/>			
		e) Malaria	1	2	<input type="checkbox"/>	1	2	<input type="checkbox"/>			
		f) Family Planning	1	2	<input type="checkbox"/>	1	2	<input type="checkbox"/>			
		g) Child Health	1	2	<input type="checkbox"/>	1	2	<input type="checkbox"/>			
		h) Maternal Health	1	2	<input type="checkbox"/>	1	2	<input type="checkbox"/>			
115	<p>Do staff receive greater financial incentives for delivering HIV/AIDS related services than for non-HIV/AIDS related services?</p>	<p>Yes 01</p> <p>No 02</p> <p>Don't know 03</p>						<p><input type="checkbox"/></p>			
116	<p>If some facility staff are on training, does this increase workload on staff in the facility?</p>	<p>Yes 1</p> <p>No 2</p>						<p><input type="checkbox"/></p>	<p><b>If No, end here</b></p>		
117	<p>Are any incentives/compensation provided to staff who remain in post.</p>	<p>Yes 1</p> <p>No 2</p>						<p><input type="checkbox"/></p>	<p><b>If No, end here</b></p>		
118	<p>What is the nature of these incentives</p>	<p>Financial 1</p> <p>Non-financial 2</p>						<p><input type="checkbox"/></p>			

Frontiers Development and Research Group, Lusaka, Zambia  
Global HIV/AIDS Initiatives Network (GHIN)

**Research Interviewer: Thank the Respondent before leaving**