

**Network Approach to Global Health and HIV/AIDS Initiatives
Health Worker Structured Questionnaire
Phase 2 – June 2008**

Questionnaire No.: [][] [][] [][] [][]	<i>Office use only</i>
Date of Interview (dd/mm/yyyy): [][] / [][] / [][][][]	
Name of Facility	_____
Location of Facility	_____
Type/level of Facility	<ul style="list-style-type: none">1 Provincial Hospital2 District Hospital3 Hospital4 Health Centre5 Health Post6 VCT Centre7 Fixed Outreach <input type="checkbox"/>8 Home-based care9 Other Specify _____
Rural or urban facility	<ul style="list-style-type: none">1 Urban2 Rural <input type="checkbox"/>
Managing Authority	<ul style="list-style-type: none">1 Government2 NGO/CBO3 FBO/Mission <input type="checkbox"/>4 Other Specify _____
Result Code	<ul style="list-style-type: none">1 Completed2 Respondent not available3 Refused <input type="checkbox"/>4 Partially completed5 Other Specify _____
Research Interviewer (RI)	[][]
RI Sign. _____	Checked by Supervisor _____ Date ___ / ___ / ___

Start time _____

Section 1: Socio-demographic / General information

101	What is your profession? (Record one)	01 Physician (specialist) 02 Physician (general) 03 Clinical officer 04 Registered Nurse (ZRN) 05 Registered Nurse (ZRN) Midwife 06 Enrolled nurse (ZEN) 07 Enrolled nurse (ZEN) Midwife 08 Pharmacist 09 Pharmacy Technician 10 Anesthetist 11 X-ray technician 12 Laboratory Technician 13 Records Registry 14 Environmental Technician 15 Other Specify: _____	[][]	
102	Do you work full-time or part-time at this facility?	01 Full time: 02 Part time:	[][]	
103	What is your age? (Record age)	Age: _____		
104	Sex of Respondent	01 Male 02 Female	[][]	
105	How many years have you been working since you graduated from basic/first training?	<i>Record number of years:</i> _____		
106	How many years have you been working at this facility? (Record years and months)	_____ Years _____ Months		
107	Have you ever worked at another facility?	01 Yes 02 No	<i>If No, go to 110</i>	
108	When did you move from the facility you last worked before coming to this facility?	_____ : Years _____ : Months		

109	<p>What is the main reason that you moved to this facility?</p> <p>(Interviewer: Probe for response and circle one response, do not read out)</p>	<p>01 Transfer was ordered by higher authorities 02 Better salaries 03 Moved closer to families and friends 04 Moved nearer to good schools for children's education 05 Higher prospects for training at current facility 06 Better equipped facility 07 Current facility is closer to town 08 Have a good mix of cadres needed to perform tasks 09 Higher prospects for promotion at current facility 10 Better teamwork amongst staff at current facility 11 Better opportunity for incentives at current facility 66 Other</p> <p>Specify: _____</p>	[]	
110	<p>What are the terms of your employment?</p>	<p>01 Permanent (pensionable) 02 Probation 03 Temporary 04 On secondment from another facility 05 Fixed term contract 06 Volunteer 66 Other</p> <p>Specify: _____</p>	[]	

Section 2: Services Provided

201: Do you personally provide the following HIV/AIDS services at this facility?

a	Do you personally provide HIV/AIDS testing	<p>1 Yes 2 No</p>	[]	If no go to 111c
b	Do you provide HIV testing.....	<p>1 all of the time 2 most of the time 3 some of the time</p>	[]	
c	HIV/AIDS counseling	<p>1 Yes 2 No</p>	[]	If no go to 111e
d	If yes, do you provide HIV/AIDS counseling?	<p>1 all of the time 2 most of the time 3 some of the time</p>	[]	
e	ART	<p>1 Yes 2 No</p>	[]	If no go to 111g
f	If yes, do you provide ART:	<p>1 all of the time 2 most of the time</p>		

		3 some of the time		
g	PMTCT	1 Yes 2 No	<input type="checkbox"/>	If no go to 112a
h	If yes, do you provide PMTCT?	1 all of the time 2 most of the time 3 some of the time	<input type="checkbox"/>	

202. Do you personally provide the following non-HIV/AIDS services at this facility?

a	Child Health	1 Yes 2 No	<input type="checkbox"/>	
b	Maternal Health	1 Yes 2 No	<input type="checkbox"/>	
c	Family planning	1 Yes 2 No	<input type="checkbox"/>	
d	STI	1 Yes 2 No	<input type="checkbox"/>	
e	TB	1 Yes 2 No	<input type="checkbox"/>	
f	Malaria	1 Yes 2 No	<input type="checkbox"/>	
g	General outpatient services	1 Yes 2 No	<input type="checkbox"/>	
h	General inpatient services	1 Yes 2 No	<input type="checkbox"/>	
i	Other services Specify_____	1 Yes 2 No	<input type="checkbox"/>	

Section 3: Training

301	Have you received training for any of the following services in the last 12 months?		302. Did you receive per-diems whilst training on these courses?	
	a. HIV/AIDS testing	1 Yes 2 No 3 NA	<input type="checkbox"/>	1 Yes 2 No 3 NA
	b. HIV/AIDS counseling	1 Yes 2 No 3 NA	<input type="checkbox"/>	1 Yes 2 No 3 NA

c. ART	1 Yes 2 No 3 NA	<input type="checkbox"/>	1 Yes 2 No 3 NA	<input type="checkbox"/>
e. PMTCT	1 Yes 2 No 3 NA	<input type="checkbox"/>	1 Yes 2 No 3 NA	<input type="checkbox"/>
g. Child Health	1 Yes 2 No 3 NA	<input type="checkbox"/>	1 Yes 2 No 3 NA	<input type="checkbox"/>
h. Maternal Health	1 Yes 2 No 3 NA	<input type="checkbox"/>	1 Yes 2 No 3 NA	<input type="checkbox"/>
i. Family Planning	1 Yes 2 No 3 NA	<input type="checkbox"/>	1 Yes 2 No 3 NA	<input type="checkbox"/>
j. STI	1 Yes 2 No 3 NA	<input type="checkbox"/>	1 Yes 2 No 3 NA	<input type="checkbox"/>
k. TB	1 Yes 2 No 3 NA	<input type="checkbox"/>	1 Yes 2 No 3 NA	<input type="checkbox"/>
l. Malaria	1 Yes 2 No 3 NA	<input type="checkbox"/>	1 Yes 2 No 3 NA	<input type="checkbox"/>

Section 4: Salaries and Incentives

401	Do you have any other source of income apart from working at this facility?	1 Yes 2 No	<input type="checkbox"/>		<i>If No, go to Q 403</i>
402	What is the source of this income? (Interviewer: record all that apply and probe for any others)	01 Working at a private health facility 02 Working at another government facility 03 Working at an NGO 04 Trading 05 Farming / cultivation 06 Income from spouse 66 Other Specify1: _____ Specify2: _____ Specify3: _____	<input type="checkbox"/>		

403 Do you receive incentives for providing the following services at this facility?				
a	HIV/AIDS services	01 Yes 02 No <input type="checkbox"/> 03 NA	01 Financial 02 Non-financial	<input type="checkbox"/>
b	TB services	01 Yes 02 No <input type="checkbox"/> 03 NA	01 Financial 02 Non-financial	<input type="checkbox"/>
c	Malaria	01 Yes 02 No <input type="checkbox"/> 03 NA	01 Financial 02 Non-financial	<input type="checkbox"/>
d	Family planning	01 Yes 02 No <input type="checkbox"/> 03 NA	01 Financial 02 Non-financial	<input type="checkbox"/>
e	Child health	01 Yes 02 No <input type="checkbox"/> 03 NA	01 Financial 02 Non-financial	<input type="checkbox"/>
f	<i>Maternal health</i>	01 Yes 02 No <input type="checkbox"/> 03 NA	01 Financial 02 Non-financial	<input type="checkbox"/>

Section 5 : Motivation and Job Satisfaction

501 a	Type of work Compared with what you think it should be, how satisfied are you with the type of work that you currently do?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	<input type="checkbox"/>	
b	Amount of work Compared to what you think it should be, how satisfied are you with the amount of work that you currently do?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	<input type="checkbox"/>	
c	Pay Compared to what you think it should be, how satisfied are you with the amount of pay you receive?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	<input type="checkbox"/>	
d	Financial Incentives Compared to what you think they should be, how satisfied are you with the financial incentives you receive?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied	<input type="checkbox"/>	

		4 Somewhat satisfied 5 Very satisfied		
e	Non-financial incentives Compared to what you think they should be, how satisfied are you with the non-financial incentives you receive?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	[]	
f	Training Compared to what you think it should be, how satisfied are you with the training you have received?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	[]	
g	Co-workers Compared to what you think it should be, how satisfied are you with the relationships you have with your co-workers?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	[]	
h	Direct supervision Compared to what you think it should be, how satisfied are you with the quality of direct supervision you receive?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	[]	
i	Opportunities/promotion Compared to what you think it should be, how satisfied are you with the number of opportunities for promotion?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	[]	
j	Working conditions Compared to what you think it should be, how satisfied are you with the working conditions in your job?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	[]	
k	Patient / client satisfaction Compared to what you think it should be, how satisfied do you think the patients/clients of this facility are with the treatment and care it provides?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	[]	
l	Praise Compared to what you think it should be, how satisfied are you with the amount of praise you receive from your supervisors/workmates?	1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied	[]	

m	<p>Quality of work Compared to what you think it should be, how satisfied are you with the quality of the work you provide to this facility?</p>	<p>1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied</p>	<p>[]</p>	
n	<p>Overall satisfaction Compared to what you think it should be, what is your current overall level of satisfaction with your job?</p>	<p>1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied</p>	<p>[]</p>	
o	<p>Overall satisfaction compared to two years ago If you have worked at this facility for the previous 24 consecutive months: Compared to what it was two year ago, how is your overall level of satisfaction with your job?</p>	<p>1 Not at all satisfied 2 Not very satisfied 3 Neither satisfied nor dissatisfied 4 Somewhat satisfied 5 Very satisfied</p>	<p>[]</p>	