

INTERVIEW TOPIC GUIDE FOR HEALTH EXTENSION WORKERS

Icebreakers:

1. Please tell me a bit about yourself.

I am now interested to know more about your work in the primary healthcare system

2. Tell me about your current position – what is your job title and for how long have you been in this job?

3. Tell me what a normal day at work is like?

4. Can you share some of the things that you like about your job?

5. Are there things you dislike?

Probes for 4 and 5:

- *What about people you work with?*
- *What about your supervisor(s)?*
- *What about people you supervise?*
- *What about your training?*
- *What about your salary?*
- *What about your workload?*

[QI intervention area only]

6. Are you aware of the quality improvement programme that your health facility has been involved in?

Has this changed the way you feel about your work? How?

- *Probes:*
- *What about relationships with peers and managers?*
- *What about how well your managers manage you?*
- *What about how motivated you think your colleagues are?*
- *What about the experiences of patients in your facility?*

7. Can you think of any desires or plans for engaging in alternative work instead, in the future?

8. Tell me what led you to choose the job you do now?

9. Do you see yourself staying in this job? Why?

Finally,

11. What are the key things that would make you work hard in your job?

IT WAS A PLEASURE TALKING TO YOU, THANK YOU FOR TAKING THE TIME TO HELP US WITH OUR PROJECT.