

# HEALTH WORKER INTERVIEW

## MAHOJIANO NA WAHUDUMU/WATUMISHI WA AFYA

### EVALUATION OF P4P PILOT IN PWANI REGION

#### TATHIMINI YA MAJARIBIO YA P4P KATIKA MKOA WA PWANI

(Interviewer to fill in this information before proceeding with interview)

*Mhojaji ajaze taarifa hii kabla hajaendelea na mahojiano*

#### SECTION 1: PRELIMINARY INFORMATION AND CONSENT

##### SEHEMU 1: TAARIFA YA AWALI NA RIDHAA

Date of Interview <b>Tarehe ya Mahojiano</b>	DAY [ ][ ] MONTH [ ][ ] YEAR [ ][ ][ ][ ] <b>SIKU MWEZI MWAKA</b>
Interviewer Name	
Region name (lookup menu on PDAs)	
District name (lookup menu on PDAs)	
Name of Facility (look up menu on PDAs) <b>Jina la kituo</b>	
Facility UNIQUE ID <b>Namba ya Kituo</b>	
Type of Health facility: <b>Aina ya kituo cha Tiba:</b>	HOSPITAL <b>HOSPITALI</b> ..... 01 HEALTH CENTRE <b>KITUO CHA AFYA</b> .....02 [ ][ ] DISPENSARY <b>ZAHANATI</b> .....03
GPS CO-ORDINATES	LONGITUDE [ ][ ]-[ ][ ][ ][ ][ ][ ]-[ ][ ] LATITUDE [ ][ ]-[ ][ ][ ][ ][ ][ ]-[ ][ ]
Facility ownership	Government-public: <b>Serikali-umma</b> .....01 Parastatal/Military <b>Shirika/jeshi</b> .....02 Faith-based/mission <b>Mamlaka ya kidini</b> .....03 [ ][ ] Other private <b>Nyingine binafsi</b> .....04 Other <b>Nyingine:</b> .....06
CONSENT: I certify that I have explained this study to the interviewee and that s/he understands the nature and purpose of the study and consents to participate. S/he has been given an opportunity to ask questions which have been answered satisfactorily. <b>RIDHAA: Nathibitisha kwamba nimeelezea mada hii kwa mhojiwa na kwamba ameelewa asili na</b>	YES ..... 01 <b>NDIYO</b> ..... NO ..... 02 [ ][ ] <b>HAPANA</b> .....

	<i>madhumuni ya mada na ameridhia kushiriki. Amepewa nafasi ya kuuliza maswali ambayo yamejibiwa kwa kiasi cha kuridhisha.</i>	
	Time Interview Started. .... <i>Muda wa Kuanza Mahojiano.....</i>	HOUR[ ][ ] MINUTE[ ][ ] <i>SAA DAKIKA</i>

Thank you for agreeing to participate in this research. Before we begin, I would just like to emphasize again that this is not an inspection or an audit – and no information specific to this facility will be fed back to your managers. We are just interested in understanding more about the management and financing of health facilities. So please feel at ease to be as open as possible with your responses.

*Ahsante kwa kukubali kushiriki katika utafiti huu. Kabla hatujaanza, ningependa tu kusesitiza tena kwamba huu sio upekuzi au ukaguzi – na hakuna taarifa yeyote maalumu katika kituo hiki ambayo itatolewa kwa wakuu wako wa kazi. Tungependa tu kujua zaidi kuhusu uongozi /usimamizi na pamoja na masuala ya fedha za uendeshaji wa vituo vya afya. Kwa hiyo tafadhari jisikie huru na kuwa muwazi kadri itakavyowezena katika majibu yako.*

## SECTION 2: GENERAL INFORMATION ABOUT RESPONDENT

### SEHEMU 2: TAARIFA YA JUMLA KUHUSU MHOJIWA

Q No.	Question Swali	Response Code Namba ya jibu	Skip Ruka
2.0	Gender <i>Jinsia</i>	MALE .....01 <i>M/ME</i> FEMALE.....02 <i>M/KE</i>	Code <i>Namba</i>  _ _
2.1	What is your age? <i>Una umri gani?</i>	AGE : _____(YRS) <i>UMRI----- (MIAKA)</i>	
2.2	What is your marital status? <i>Kwa sasa umeoa/umeolewa?</i>	Married.....01 <i>Nimeolewa/Nimeoa.....</i> Divorced.....02 <i>Nimeachika/Talaka.....</i> Seperated.....03 <i>Tumetengana.....</i> Cohabiting.....04 <i>Tunaishi kama mke na mume....</i> Other.....88 <i>Nyingine.....</i>	Code <i>Namba</i>  _ _
2.3	Were you born in this district? <i>Ulizaliwa katika Wilaya hii?</i>	YES.....01 <i>NDIYO.....</i> NO.....02 <i>HAPANA.....</i>	Code <i>Namba</i>  _ _
2.4	How long have you been working at this facility? <i>Ni kwa muda gani sasa umekua ukifanya kazi katika kituo hiki?</i>	MM: _____ <i>MWEZI</i>	

2.5	What kind of health/medical training do you have? <b>Ni aina gani ya mafunzo ya afya/matibabu uliyonayo?</b>	Medical Officer.....01 <b>Afisa tabibu.....</b> Assistant Medical Officer.....02 <b>Afisa matibabu msaidizi.....</b> Clinical Officer.....03 <b>Afisa kliniki.....</b> Enrolled Nurse.....04 <b>Muuguzi aliyeandikishwa</b> Registered Nurse.....05 <b>Muuguzi aliyesajiliwa.....</b> Nurse Midwife.....06 <b>Muuguzi Mkunga.....</b> OTHER..... 88 <b>Nyingine-----</b>	Code <b>Namba</b>  _ _
2.6	Are you the In-charge of this facility? <b>Wewe ndio msimamizi mkuu wa kituo hiki?</b>	YES .....01 <b>NDIYO.....</b> NO .....02 <b>HAPANA.....</b>	Code <b>Namba</b>  _ _
2.7	What type of employment contract do you have with your employer? <b>Ni aina gani ya mkataba wa ajira ulionao na mwajiri wako?</b>	Permanent.....01 <b>Ya kudumu.....</b> Fixed term (more than 6 months).02 <b>Muda maalumu(zaidi ya miezi 6)</b> Short term (less than 6 months)...03 <b>Muda mfupi (Chini ya miezi 6).....</b> Casual (no contract).....04 <b>Kibarua (bila mkataba).....</b> Volunteer.....05 <b>Kujitolea.....</b> Other (Specify).....88 <b>Nyingine (taja).....</b>	Code <b>Namba</b>  _ _
2.8	What is the highest level of education you have received? <b>Ni kiwango kipi cha elimu cha juu umefika?</b>	None.....01 <b>Hakuna.....</b> Primary.....02 <b>Msingi.....</b> Secondary.....03 <b>Sekondari.....</b> College.....04 <b>Chuo.....</b> University.....05 <b>Chuo kikuu.....</b> Post graduate.....06 <b>Uzamili.....</b>	Code <b>Namba</b>  _ _   If 1, 2 skip to 2.10 <b>Kama 1,2 ruka mpaka 2.10</b>
2.9	What is the highest educational qualification achieved? <b>Ni kiwango gani cha elimu cha juu</b>	Certificate.....01 <b>Cheti.....</b> Diploma.....02	

	umepata?	<b>Stashahada.....</b> Advanced Diploma.....03 <b>Stashahada ya juu.....</b> Degree.....04 <b>Shahada.....</b> Post graduate diploma....05 <b>Stashahada ya uzamili</b> Masters.....06 <b>Shahada ya uzamili.....</b> PhD.....07 <b>Shahada ya uzamivu.....</b> Other <b>Please specify).....88:</b> <b>Nyingine (tafadhari</b> <b>taja).....</b>	Code <b>Namba</b>  _ _
2.10	Did you have a post in the health sector prior to the one you are holding now?  <b>Umeshawahi kufanya kazi katika sekta ya afya /tiba kabla ya hii unayoishikilia kwa sasa?</b>	YES ..... 01 <b>NDIYO.....</b> NO ..... 02 <b>HAPANA.....</b>	Code <b>Namba</b>  _ _  If no, skip to Section 3 <b>Kama hapana,ruka mpaka sehemu 3</b>
2.11	Was your posting at <b>Nafasi yako ilikua wapi?</b>	Government Hospital.....01 <b>Hospitali ya Serikali.....</b> Government Health centre.....02 <b>Kituo cha afya cha Serikali.....</b> Government Dispensary.....03 <b>Zahanati ya Serikali.....</b> FBO Hospital.....04 <b>Hospitali ya dini</b> FBO Health Centre.....05 <b>Kituo cha afya cha dini</b> FBO Dispensary.....06 <b>Zahanati ya dini</b> Private Hospital.....07 <b>Hospitali ya binafsi</b> Private Health Centre.....08 <b>Kituo cha afya cha binafsi</b> Private Dispensary.....09 <b>Zahanati ya binafsi</b> Pharmacy.....10 <b>Duka la dawa</b> Other <b>Nyingine</b> .....88	Code <b>Namba</b>  _ _

**SECTION 3: HOURS WORKED**  
**SEHEMU 3: MASAA YA KUFANYA KAZI**

Q No.	Question <i>Swali</i>	Response Code <i>Namba ya jibu</i>	Skip <i>Ruka</i>
3.1	How many hours per week are you contracted to work at this facility? <b>Masaa mangapi katika wiki umeingia mkataba kufanya kazi katika kituo hiki?</b> <b>NAKIRI WASTANI WA MASAA</b>  <b>INTERVIEWER ENSURE THAT THE NO OF HOURS CONTRACTED IS REALISTIC EG CAN NOT BE &gt; 168 HOURS.</b>	Hrs per week..... <b>Masaa kwa juma/wiki</b>	_ _
3.2	We realize that health workers cannot always fulfill their duties and stick to their assigned schedules. In the last 30 days, how many days were you absent from the facility? <b>Mara nyingine wafanyakazi wa afya/tiba hawawezi wakati wote kutimiza wajibu wao na kukaa katika ratiba yao waliyopangiwa. Katika siku 30 zilizopita, ni siku ngapi umekua haupo katika kituo?</b>	No. of days in last 30 days <b>Idadi ya siku katika siku 30 zilizopita</b>	_ _
3.3	In the last 7 days, how many days did you work at this facility? <b>Katika siku 7 zilizopita, ni siku ngapi umefanya kazi katika kituo hiki?</b>	No. of days in last 7 days Maximum 7 <b>Idadi ya siku katika siku 7 zilizopita</b> <b>Wastani wa juu 7</b>	_
3.4	In the last 7 days, how many hours did you work at this facility in total? <b>Katika siku 7 zilizopita, ni masaa mangapi umefanya kazi katika kituo hiki kwa jumla?</b>	No. of hours in last 7 days. Maximum 168 <b>Idadi ya masaa katika siku 7 zilizopita</b> <b>Wastani wa juu masaa 168</b>	_
3.5	In comparing to 12 months ago, would you say the number of hours you work in a week have increased, decreased or remained the same? <b>Ukilinganisha na miezi 12 iliyopita, unaweza ukasema kwamba idadi ya masaa uliyofanya kwa juma/wiki yameongezeka, yamepungua au yamebaki vile vile?</b>	Increased.....01 <b>Yameongezeka.....</b> Decreased.....02 <b>Yamepungua.....</b> Remained the same.....03 <b>Yamebaki vile vile.....</b>	Code <b>Namba</b>  _ _
3.6	Have you ever been absent from work without permission? <b>Umeshawahi kutokuwepo kazini bila ruhusa?</b>	YES.....01 <b>NDIYO.....</b> NO.....02 <b>HAPANA.....</b>	Code <b>Namba</b>  _ _  If no, skip to Section 4 <b>Kama hapana,ruka mpaka sehemu 4</b>
3.7	The last time you were away without permission, what type of activity were you	a. I got stuck traveling to work <b>Nilikwama wakati</b>	

	<p>doing?</p> <p><b><i>Kwa mara ya mwisho ulipokuwa haupo bila ruhusa, ni kazi gani ulikuwa ukifanya?</i></b></p> <p>DO NOT READ OPTIONS ALOUD. FOR EACH OPTION, NOTE WHETHER THE HEALTH WORKER MENTIONED THIS ACTION OR NOT. code 1 if mentioned, code 2 if not mentioned</p> <p><b><i>USISOME MACHAGUO/MAJIBU KWA SAUTI.KWA KILA CHAGUO/JIBU,ANDIKA KAMA MUHUDUMU WA AFYA AMETAJI TUKIO HILI AU HAPANA.</i></b></p> <p><b><i>Namba1 kama ametaja,msimbo 2 kama hajataja</i></b></p>	<p><b><i>naelekea kazini</i></b></p> <p>b. I was sick <b><i>Nilikua mgojwa/naumwa</i></b></p> <p>c. Looking after the Children <b><i>Nahudumia watoto</i></b></p> <p>d. Household chore <b><i>Nilikua naangalia nyumba</i></b></p> <p>e. Attending another job (paid) <b><i>Nilikua nafanya kazi nyingine ya kulipwa</i></b></p> <p>f. Attending another job <b><i>Nilikua nafanya kazi nyingine</i></b></p> <p>g. Tired from previous day <b><i>Nilichoka sana siku iliyopita</i></b></p> <p>h. Other (specify) <b><i>Nyingine(taja)</i></b></p>	<p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p>
3.8	<p>When you are away from the facility without permission, do any of the following occur?</p> <p><b><i>Unapokua haupo katika kituo bila ruhusa, kuna lolote katika haya yafuatayo yanatokea?</i></b></p> <p>READ OPTIONS ALOUD. FOR EACH OPTION, RECORD "1" FOR YES OR "2" FOR NO.</p> <p><b><i>SOMA MACHAGUO/MAJIBU KWA SAUTI.KWA KILA CHAGUO/JIBU,ANDIKA "1" KWA NDIYO AU "2" KWA HAPANA</i></b></p>	<p>a. Facility head/manager contacts you? <b><i>Mkuu wa kituo/msimamizi huwasiliana na wewe?</i></b></p> <p>b. Your salary/allowance/ bonus is reduced? <b><i>Mshahara wako/marupurupu/nyongeza hupunguzwa?</i></b></p> <p>c. Manager discusses this with you <b><i>Msimamizi hujadiliana hili na wewe?</i></b></p> <p>d. Your co-workers speak to you about it <b><i>Wafanyakazi wenzako huongea na wewe kuhusu hilo</i></b></p> <p>e. Nothing happened <b><i>Hakuna kilichotokea</i></b></p>	<p> __ </p> <p> __ </p> <p> __ </p>

**SECTION 4: SUPERVISION**  
**SEHEMU 4: USIMAMIZI**

Q No.	Question <i>Swali</i>	Response Code <i>Namba ya jibu</i>	Skip <i>Ruka</i>
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4.1	Do you have a clear job description? <b>Una majukumu ya kazi yaliyofafanuliwa vizuri?</b>	YES..... 01 <b>NDIYO.....</b> NO..... 02 <b>HAPANA.....</b> DON'T KNOW...03 <b>SIJUI.....</b>	Code <b>Namba</b>  _ _
4.2	Is your performance supervised by someone from this facility? <b>Je utendaji wako wa kazi unasimamiwa na mtu kutoka katika kituo hiki?</b>	YES..... 01 <b>NDIYO.....</b> NO..... 02 <b>HAPANA.....</b> DON'T KNOW...03 <b>SIJUI.....</b>	Code <b>Namba</b>  _ _  If No go 4.10 (also for in-charge) <b>Kama hapana nenda 4.10 (pia kwa in-charge)</b>
4.3	Who is responsible for supervising your work inside the facility? <b>Nani mwenye majukumu ya usimamizi wa kazi yako ndani ya kituo?</b>	Facility In charge.....01 <b>Msimamizi wa kituo.....</b> Head of Service.....02 <b>Mkuu wa huduma.....</b> Matron.....03 <b>Matroni.....</b> Other health worker.....04 <b>Mhudumu mwingine wa afya...</b> Other (Specify)_____88 <b>Nyingine (taja).....</b>	Code <b>Namba</b>  _ _
4.4	When was the last time you met with this person to discuss your performance or career development? <b>Ni lini kwa mara ya mwisho ulionana na mtu huyu ili kujadili utendaji wako au maendeleo ya kazi yako?</b>	Within the past 30 days.....01 <b>Ndani ya siku 30 zilizopita....</b> Within the past 31-90 days....02 <b>Ndani ya siku 31-90 zilizopita..</b> Within the past 4-6 months....03 <b>Ndani ya miezi 4-6 iliyopita....</b> More than 6 months ago.....04 <b>Zaidi ya miezi 6 iliyopita.....</b> Never.....05 <b>Sijawahi kabisa.....</b>	Code <b>Namba</b>  _ _  If 05 go to 4.9 <b>Kama 05 nenda 4.9</b>
4.5	Within the last 12 months have you discussed any job difficulties with your supervisor? <b>Ndani ya miezi 12 iliyopita umejadiliana ugumu wowote wa kazi na msimamizi wako?</b>	YES..... 01 <b>NDIYO.....</b> NO..... 02 <b>HAPANA.....</b>	Code <b>Namba</b>  _ _  If No, skip to 4.7 <b>Kama jibu ni Hapana, ruka hadi 4.7</b>
4.6	After this discussion did you notice a lot of improvement, some improvement or no improvement? <b>Baada ya majadiliano hayo umeona mabadiliko makubwa, mabadiliko kiasi au hakuna mabadiliko?</b>	A LOT OF IMPROVEMENT.....01 <b>Mabadiliko makubwa.....</b> SOME IMPROVEMENT.....02 <b>Mabadiliko kiasi.....</b> NO IMPROVEMENT.....03 <b>Hakuna mabadiliko.....</b>	Code <b>Namba</b>  _ _

4.7	<p>Does the internal supervisor sometimes observe you while you are consulting patients in the OPD?</p> <p><b><i>Je msimamizi wa ndani wakati mwingine hukufuatilia unapowahudumia wagonjwa wa kutwa?</i></b></p>	<p>YES..... 01  <b>NDIYO.....</b>          NO..... 02  <b>HAPANA.....</b></p>	<p>Code  <b>Namba</b>           __ __           IF NO, SKIP TO 4.9</p>
4.8	<p>What is the internal supervisor interested in observing in the OPD?</p> <p><b><i>Je msimamizi wa ndani wakati anakukagua huwa anafuatilia zaidi masuala gani kwa wagonjwa wa kutwa?</i></b></p> <p>DO NOT READ CHOICES ALOUD. FOR EACH OPTION, RECORD "1" IF MENTIONED, "2" IF NOT MENTIONED</p> <p><b><i>USISOME MACHAGUO/MAJIBU KWA SAUTI.KWA KILA CHAGUO/JIBU,ANDIKA "1" KAMA AMETAJA, "2" KAMA HAJATAJA</i></b></p>	<p>History taking according to guidelines.....1  <b><i>Uchukuaji wa historia kulingana na mwongozo</i></b>          Physical examination according to guidelines.....2  <b><i>Uchunguzi wa mwili kulingana na mwongozo</i></b>          Lab tests according to provisional diagnosis.....3  <b><i>Vipimo vya maabara kulingana na ugonjwa dhaniwa</i></b>          Forming the right diagnosis..4  <b><i>Kufikia ugonjwa sahihi</i></b>          Treatment according to diagnosis.....5  <b><i>Matibabu kulingana na Ugonjwa</i></b>          Courtesy to patients.....6  <b><i>Heshima kwa wagonjwa</i></b>          Other (Specify).....88  <b><i>Nyingine</i></b>          Don't know.....98  <b><i>Sijui.....</i></b></p>	<p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p>
4.9	<p>In your opinion, how well is the facility managed?</p> <p><b><i>Kwa maoni yako, uendeshaji wa kituo hiki ukoje?</i></b></p>	<p>Very well managed..... 1  <b><i>Uendeshaji ni mzuri sana</i></b>          Well managed..... 2  <b><i>Uendeshaji ni mzuri</i></b>          Neither well, nor poorly managed..... 3  <b><i>Kati, kati</i></b>          Poorly managed..... 4  <b><i>Uendeshaji ni mbaya</i></b>          Very poorly managed.....5  <b><i>Usimamizi ni mbaya sana</i></b>          Don't know.....98  <b><i>Sijui.....</i></b></p>	<p>Code  <b>Namba</b>           __ __ </p>

4.10	<p>Outside of this facility is there anyone responsible for supervising your work?  <b>Nje ya kituo hiki kuna mwingine yeyote mwenye wajibu wa kusimamia kazi yako?</b></p>	<p>YES..... 01  <b>NDIYO.....</b>          NO..... 02  <b>HAPANA.....</b></p>	<p>Code  <b>Namba</b>               </p> <p>IF NO SKIP TO section 5, question 5.1</p>
4.11	<p>Who is responsible for supervising your work outside the facility?  <b>Nani mwenye wajibu wa kusimamia kazi yako nje ya kituo?</b></p> <p>DO NOT READ CHOICES ALOUD. FOR EACH OPTION, RECORD "1" IF MENTIONED, "2" IF NOT MENTIONED  <b>USISOME MACHAGUO/MAJIBU KWA SAUTI.KWA KILA CHAGUO/JIBU, ANDIKA "1" KAMA AMETAJA, "2" KAMA KAMA HAJATAJA</b></p>	<p>CHMT member.....01  <b>Mjumbe wa CHMT.....</b>          RHMT member.....02  <b>Mjumbe wa RHMT.....</b>          MOHSW official.....03  <b>Afisa wa MOHSW.....</b>          Other (Specify)----.....88  <b>Nyingine(taja).....</b>  <b>(OTHER SHOULD also BE EXTERNAL TO FACILITY)</b></p>	<p>Code  <b>Namba</b>               </p>
4.12	<p>In the last 12 months how many times have you met this external supervisor?  <b>Katika miezi 12 iliyopita ni mara ngapi umeonana na huyo msimamizi wa nje?</b></p>	<p>Number of times  <b>Mara ngapi.....</b></p> <p>Never met  <b>Hakuonana = 00</b></p>	<p>     </p> <p>If the answer is 00, skip to section 5  <b>Kama jibu ni 00, ruka hadi sehemu ya 5</b></p>
4.13	<p>When was the last time you met with this external supervisor?  <b>Ni lini mara ya mwisho ulionana na huyu msimamizi wa nje?</b></p>	<p>Within the past 30 days.....01  <b>Ndani ya siku 30 zilizopita.....</b>          Within the past 31-90 days.....02  <b>Ndani ya siku 31-90 zilizopita...</b>          Within the past 4-6 months.....03  <b>Ndani ya miezi 4-6 iliyopita....</b>          More than 6 months ago.....04  <b>Zaidi ya miezi 6 iliyopita.....</b></p>	<p>Code          Namba               </p>
4.14	<p>The last time you met the external supervisor what did they do to supervise your work?  <b>Kwa mara ya mwisho ulipoonana na msimamizi wa nje alifanya nini katika kusimamia kazi yako?</b></p> <p>DO NOT READ CHOICES ALOUD. FOR EACH OPTION, RECORD "1" IF MENTIONED, "2" IF NOT MENTIONED  <b>USISOME MACHAGUO/MAJIBU KWA SAUTI.KWA KILA CHAGUO/JIBU, ANDIKA "1" KAMA AMETAJA, "2" KAMA HAJATAJA.</b></p>	<p>a. Bought drugs/supplies/equipment  <b>Alinunua madawa/vidonge/kusambaza vifaa</b></p> <p>b. Checked records  <b>Alikagua kumbukumbu</b></p> <p>c. Checked finances  <b>Alikagua fedha</b></p> <p>d. Observed consultation  <b>Waliona ushauri</b></p> <p>e. Checked knowledge  <b>Alikagua maarifa/uelewa</b></p>	<p>If no to d. skip to 4.16  <b>Kama hapana kwa d ruka mpaka 4.16</b>  </p>

		f. Provided instruction about delivery of health services <b>Alitoa maelekezo kuhusu kutoa huduma za afya</b> g. Provided administrative instruction <b>Alitoa maelekezo ya uongozi/utawala</b> h. Provided instruction about filling HMIS forms <b>Alitoa maelekezo kuhusu kujaza fomu za HMIS</b> i. Discussed my performance and/or careers <b>Tulijadili utendaji wangu na kazi yangu</b> j. Inspected facility <b>Alikagua kituo</b> k. Nothing <b>Hakuna</b> l. Other (Specify)____ <b>Nyingine (taja)</b>	__   __   __   __   __   __   __
4.15	What is the external supervisor interested in observing in the OPD?  <b>Je Mkaguzi wa nje anapendelea kufuatilia nini akiwa kwenye huduma za wagonjwa wa nje?</b>  DO NOT READ CHOICES ALOUD. FOR EACH OPTION, RECORD "1" IF MENTIONED, "2" IF NOT MENTIONED <b>USISOME MACHAGUO/MAJIBU KWA SAUTI.KWA KILA CHAGUO/JIBU,ANDIKA "1" KAMA AMETAJA, "2"KAMA HAJATAJA</b>	History taking according to guidelines.....1 <b>Kuchukua historia kulingana na mwongozo</b> Physical examination according to guidelines.....2 <b>Kuchunguza mwili kulingana na mwongozo</b> Lab tests according to provisional diagnosis.....3 <b>Vipimo vya maabara kulingana na ugonjwa dhaniwa</b> Forming the right diagnosis.....4 <b>Kufikia ugonjwa sahihi</b> Treatment according to diagnosis.....5 <b>Matibabu kulingana na Ugonjwa</b> Courtesy to patients.....6 <b>Heshima kwa wagonjwa</b> Other (Specify).....88 <b>Nyingine</b> Don't know.....98 <b>Sijui.....</b>	__   __   __   __   __   __   __
4.16	Within the last 12 months have you discussed any job difficulties with your external	YES..... 01 <b>NDIYO.....</b>	Code <b>Namba</b>

	supervisor? <b>Ndani ya miezi 12 iliyopita umejadiliana ugumu wowote wa kazi na msimamizi wako wa nje?</b>	NO..... 02 <b>HAPANA.....</b>	_ _  If No SKIP to section 5 <b>Kama hapana nenda section 5</b>
4.17	After this discussion did you notice a lot of improvement, some improvement or no improvement? <b>Baada ya majadiliano hayo umeona mabadiliko makubwa, mabadiliko kiasi au hakuna mabadiliko?</b>	A LOT OF IMPROVEMENT.....01 <b>Mabadiliko makubwa.....</b> SOME IMPROVEMENT.....02 <b>Mabadiliko kiasi.....</b> NO IMPROVEMENT.....03 <b>Hakuna mabadiliko.....</b>	Code <b>Namba</b>  _ _

## SECTION 5: SALARY AND BENEFITS

### SEHEMU 5: MSHAHARA NA MASLAHI

Q No.	Question Swali	Response Code Msimbo wa jibu	Skip Ruka
5.1	What is your current monthly GROSS salary in Tsh? <b>Mshahara wako wa sasa JUMLA kwa mwezi ni shilingi ngapi za kitanzania?</b>	Amount in Tsh <b>Kiasi katika Tsh</b>	_____
5.2	What was your monthly net salary one year ago in Tsh? <b>Mshahara wako wa mwezi kwa mwaka mmoja uliopita ulikua shilingi ngapi za kitanzania?</b>	Amount in Tsh <b>Kiasi katika Tsh</b>	_____
5.3	Who pays your salary? <b>Nani anakulipa mshahara wako?</b>	The government/district....01 <b>Serikali/wilaya.....</b> The facility.....02 <b>Kituo.....</b> Dioceses/Parish.....03 <b>Jimbo/Parokia</b> Other (specify).....88 <b>Nyingine (taja).....</b>	Code <b>Namba</b>  _ _
5.4	During the past 12 months has your salary increased? <b>Katika kipindi cha miezi 12 iliyopita mshahara wako umeongezeka?</b>	YES.....1 <b>NDIYO.....</b> NO.....2 <b>HAPANA.....</b>	If no, skip to 5.6 <b>Kama hapana, ruka hadi/mpaka 5.6</b> Code <b>Namba</b>  _ _
5.5	What were the reasons for the salary increase? <b>Nini zilikuwa sababu za mshahara wako kuongezeka?</b> READ OPTIONS ALOUD. FOR EACH OPTION, RECORD "01" FOR YES OR "02" FOR NO. <b>SOMA MACHAGUO/MAJIBU KWA</b>	a. Routine increase <b>Majukumu yameongezeka</b> b. General performance <b>Utendaji wa jumla</b> c. Promotion <b>Motisha</b>	_ _   _ _   _ _   _ _

	<b>SAUTI.KWA KILA CHAGUO/JIBU, ANDIKA "01" KWA NDIYO AU "02" KWA HAPANA.</b>	d. Other (specify) <b>Nyingine (taja)</b>	
5.6	During the last 12 months did you receive all your salary on time? <b>Katika kipindi cha miezi 12 iliyopita ulipata mishahara yako yote kwa wakati?</b>	YES.....01 <b>NDIYO.....</b> NO.....02 <b>HAPANA.....</b>	Code <b>Namba</b>  _ _  If YES go to 5.10  <b>Kama Ndiyo nenda 5.10</b>
5.7	Last month, did you receive your salary on time ?	YES.....01 <b>NDIYO.....</b> NO.....02 <b>HAPANA.....</b>	Code <b>Namba</b>  _ _   If Yes 01, skip to 5.8
5.7	Last month by how many days was your salary delayed? <b>Kwa mwezi uliopita ni kwa siku ngapi mshahara wako ulicheleweshwa?</b>	No. of DAYS <b>Idadi ya SIKU.....</b> Still not received.....77 <b>Bado sijapata.....</b> Received on time....00 <b>Nilipata kwa wakati...</b>	Code <b>Namba</b>  _ _
5.8	The month before last, by how many days was your salary delayed? <b>Mwezi wa nyuma kabla ya huo wa mwisho ni kwa siku ngapi mshahara wako ulicheleweshwa?</b>	NUMBER OF DAYS <b>IDADI YA SIKU</b> Still not received....77 <b>Bado sijapata</b> Received on time.....00 <b>Nilipata kwa wakati</b>	_ _
5.9	How many months' salary are you currently owed regarding the past 12 months? <b>Ni mishahara mingapi unayodai kwa kipindi cha miezi 12 iliyopita?</b>	No. of months <b>Idadi ya miezi</b>  <b>Maximum 12 months</b>	_ _
5.10	Do you currently receive any of the following benefits as part of your primary job? <b>Kwa sasa wewe unapata maslahi yoyote katika haya yafuatayo kama sehemu ya msingi ya kazi yako?</b>  READ OPTIONS ALOUD. FOR EACH OPTION, RECORD "1" FOR YES OR "2" FOR NO. <b>SOMA MACHAGUO/MAJIBU KWA SAUTI.KWA KILA CHAGUO/JIBU, ANDIKA "1" KWA NDIYO AU "2" KWA HAPANA.</b>	a. Free or subsidized housing <b>Nyumba ya bure au ya ruzuku</b> b. Health care benefits or medicines <b>Maslahi ya afya au matibabu</b> c. Free food/meals at work <b>Chakula cha bure kazini</b> d. Uniform at work <b>Sare za kazi</b> e. Shoes for your work <b>Viatu kwa ajili ya kazi yako</b> f. Transport between work and home	_ _   _ _    _ _   _ _    _ _   _ _   If No for all the options, skip to 5.14 <b>Kama ni Hapana kwa majibu yote, ruka hadi 5.14</b>

		<b>Usafiri wa kutoka nyumbani kwenda kazini</b> g. Free or subsidized school for children <b>Shule ya bure au ruzuku kwa watoto</b>	
5.11	Do you currently receive a housing allowance or free housing? <b>Kwa sasa hivi unapata marupurupu ya nyumba au umepewa nyumba ya bure?</b>	YES housing allowance.....1 <b>NDIYO marupurupu ya nyumba.....</b> YES free housing.....2 <b>NDIYO nyumba ya bure.....</b> NO.....3 <b>HAPANA.....</b>	If 2, 3 skip to 5.14 <b>Kama 2, 3 ruka hadi 5.14</b>  Code <b>Namba  __ __ </b>
5.12	How often is the housing allowance paid? <b>Marupurupu ya nyumba yanalipwa mara ngapi?</b>	Each day.....1 <b>Kila siku.....</b> Each week.....2 <b>Kila juma/wiki.....</b> Each month.....3 <b>Kila mwezi.....</b> Every 4 months.....4 <b>Kila miezi 4.....</b> Every 6 months.....5 <b>Kila miezi 6.....</b> Every year.....6 <b>Kila mwaka.....</b> Irregular.....7 <b>Bila mpangilio.....</b> Other (Specify)____.....88 <b>Nyingine (taja).....</b>	Code <b>Namba  __ __ </b>
5.13	How much did you receive in your last payment of the housing allowance in Tsh? <b>Ulipata kiasi gani katika malipo yako ya mwisho ya marupurupu ya nyumba kwa shilingi za kitanzania?</b>	Amount in Tsh <b>Kiasi katika Tsh</b>	_____
5.14	Do you receive a rural hardship allowance for working in rural areas? <b>Unapata marupurupu ya mazingira magumu kwa kufanya kazi katika maeneo ya vijijini/mashambani?</b>	YES.....1 <b>NDIYO.....</b> NO.....2 <b>HAPANA.....</b>	Code <b>Namba  __ __ </b> If No, skip to 5.17 <b>Kama Hapana, ruka hadi 5.17</b>
5.15	How often is this paid? <b>Ni mara ngapi unalipwa malipo haya?</b>	Each day.....1 <b>Kila siku.....</b> Each week.....2 <b>Kila juma/wiki.....</b> Each month.....3 <b>Kila mwezi.....</b> Every 4 months.....4	Code

		<b>Kila miezi 4.....</b> Every 6 months.....5 <b>Kila miezi 6.....</b> Every year.....6 <b>Kila mwaka.....</b> Irregular.....7 <b>Bila mpangilio.....</b> Other (Specify)____.88 <b>Nyingine (taja).....</b>	<b>Namba</b>  __ __
5.16	How much did you receive at the last payment in Tsh? <b>Ulipata kiasi gani katika malipo yako ya mwisho kwa shilingi za kitanzania?</b>	Amount in Tsh <b>Kiasi katika Tsh</b>	_____
5.17	Do you currently receive a travel allowance for outreach activities? <b>Kwa sasa unapata marupurupu ya safari kwa ajili ya kazi/shughuli tembezi?</b>	YES.....1 <b>NDIYO.....</b> NO.....2 <b>HAPANA.....</b>	Code <b>Namba</b>  __ __  If No, go to section 6. <b>Kama Hapana, nenda sehemu ya 6.</b>
5.18	How much did you receive in the last 3 months in Tsh? <b>Ulipata kiasi gani katika miezi mitatu ya mwisho iliyopita kwa shilingi za kitanzania?</b>	Amount in Tsh <b>Kiasi katika Tsh</b>	_____

## SECTION 6: SUPPLEMENTARY INCOME

### SEHEMU 6: PATO LA ZIADA

It is common for health workers to have additional work to their primary job at the health facility. I would like to ask you questions about additional work you might be doing. Please answer the following questions with regards to your supplemental activity.

*Ni kawaida kwa wahudumu wa afya kuwa na kazi ya ziada/nyongeza mbali na kazi yao ya msingi katika kituo cha afya. Ningependa kukuuliza wewe maswali kuhusu kazi ya ziada/nyongeza unayoweza kuwa unaifanya. Tafadhari nijibu maswali yafuatayo kwa kuzingatia kazi/shughuri yako ya ziada/nyongeza.*

Q No.	Question <i>Swali</i>	Response Code <i>Msimbo wa jibu</i>	Skip <i>Ruka</i>
6.1	Do you have any other job or activity to supplement your income from this health facility? <b>Una kazi au shughuli nyingine yoyote ya kukuongezea kipato mbali na hii ya kituo cha tiba?</b>	YES.....1 <b>NDIYO.....</b> NO.....2 <b>HAPANA.....</b>	If no, skip to section 7 <b>Kama hapana ,ruka hadi sehemu ya 7</b> Code <b>Namba</b>  __ __

6.2	<p>What kind of job or activity is this? <b>Ni aina gani ya kazi au shughuli hiyo?</b></p> <p>READ OPTIONS ALOUD. FOR EACH OPTION, RECORD "1" FOR YES OR "2" FOR NO. <b>SOMA MACHAGUO/MAJIBU KWA SAUTI.KWA KILA CHAGUO/JIBU, ANDIKA "1" KWA NDIYO AU "2" KWA HAPANA.</b></p>	<p>A. Work in another government facility.... <b>Unafanya kazi katika kituo kingine cha serikali.....</b></p> <p>B. Work in private clinic/practice..... <b>Unafanya kazi katika kliniki ya binafsi...</b></p> <p>C. Work in pharmacy..... <b>Unafanya kazi katika duka la dawa</b></p> <p>D. Sell drugs..... <b>Unamiliki duka la dawa/vidonge</b></p> <p>E. Agricultural activity..... <b>Shughuli/kazi ya kilimo</b></p> <p>F. Other petty business... <b>Biashara nyingine ya uchuuzi</b></p> <p>G. Other (specify)____ <b>Nyingine(taja)</b></p>	<p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p> <p> __ </p>
6.3	<p>How long have you been doing this additional job or activity? <b>RECORD BOTH YEARS AND MONTHS. Ni kwa muda gani umekua unafanya hii kazi au shughuli ya ziada/nyongeza? ANDIKA MIAKA NA MIEZI YOTE.</b></p>	<p>No of years <b>Idadi ya miaka</b></p> <p>No of months <b>Idadi ya miezi</b></p>	<p> __ </p> <p> __ </p>
6.4	<p>How many hours did you spend on this other work in the last 7 days? <b>Ni masaa mangapi umetumia katika hii kazi nyingine kwa siku saba zilizopita?</b></p>	<p>Hrs in last 7 days, no more than 168. <b>Masaa kwa siku 7 zilizopita, siyo zaidi ya 168.</b></p>	<p> __ </p>
6.5	<p>What is your monthly net income in this other work in Tsh? (based on last month) <b>Ni kiasi gani kipato chako kwa mwezi katika hii kazi yako nyingine kwa shilingi za kitanzania? (Hasa kwa mwezi uliopita)</b></p>	<p>Amount in Tsh <b>Kiasi katika Tsh</b></p>	<p> __ </p>

## SECTION 7: FACILITY MANAGEMENT AND PROCEDURES

### SEHEMU 7: TARATIBU NA UENDESHAJI WA KITUO

Q No.	Question <i>Swali</i>	Response Code <i>Msimbo wa jibu</i>	Skip <i>Ruka</i>
7.1	<p>In my opinion, the workload at this facility is fairly distributed amongst health workers <b>Kwa maoni yangu mgawanyo wa ukubwa wa kazi kwa watumishi katika kituo hiki uko sawa?</b></p>	<p>Agree.....01 <b>Kubali</b></p> <p>Disagree.....02 <b>Kataa</b></p> <p>Neither agree or disagree...03</p>	<p>Code <b>Namba</b></p> <p> __ </p>



	<p><b>Je wafanyakazi wenzako huwa wanakushirikisha yale waliyojifunza kwenye warsha au semina walizohudhuria?</b></p>	<p><b>Wakati flani</b>  Never.....03  <b>Hapana/hakuna</b>  Don't know.....98  <b>Sijui</b></p>	<p>Code  Namba   _ _ </p>
7.6	<p>How many times during the last week did you discuss a diagnosis of a patient with a colleague?  <b>Ni mara ngapi katika muda wa juma/wiki iliyopita umejadiliana na mhudumu/mtumishi mwenzio kuhusu kumtibu mgonjwa?</b></p>	<p>Number of times  <b>Idadi ya mida</b></p>	<p> _ _ </p>
7.7	<p>What are the most important factors that influence your chance of being promoted?  <b>Je ni vigezo gani muhimu sana vinavyochangia uwezekano wa kupandishwa cheo?</b>    DO NOT READ CHOICES ALOUD. FOR EACH OPTION, RECORD "1" IF MENTIONED, "2" IF NOT MENTIONED  <b>USISOME MACHAGUO/MAJIBU KWA SAUTI.KWA KILA CHAGUO/JIBU, ANDIKA "1" KAMA AMETAJA, "2" KAMA HAJATAJA.</b></p>	<p>Tenure .....01  <b>Muda wa uajiri</b>  Doing a good job.....02  <b>Utendaji kazi mzuri</b>  Having friends in local/central government.....03  <b>Kuwa na marafiki serikalini</b>  Education/qualifications.....04  <b>Elimu</b>  Other (specify).....88  <b>Nyingine</b></p>	<p> _ _    _ _    _ _    _ _    _ _ </p>
	<p>Please reflect about the overall quality of care in this facility for labor and delivery and HIV care and circle the statement that reflects your opinion  <b>Tafadhari ukizingatia kuhusu ubora kwa ujumla wa kujali katika kituo hiki kwa wafanyakazi katika huduma za kujifungua na HIV na uzungushie neno linalowiana na maoni/mtizamo wako</b></p> <p><b>CODE</b>  <b>NAMBA</b>  Poor <b>Mbaya</b>.....01  Fair <b>Wastani</b>.....02  Good <b>Nzuri</b>.....03  Excellent <b>Nzuri sana</b>.....04</p>		
7.8	<p>The quality of antenatal care we provide for women in this facility is in general  <b>Ubora wa huduma ya uzazi tunayotoa kwa wanawake katika kituo hiki kwa ujumla ni</b></p>		<p>Code  Namba   _ _ </p>
7.9	<p>The quality of family planning services we provide in this facility is in general  <b>Ubora wa huduma ya uzazi wa mpango tunayotoa katika kituo hiki kw ujumla ni</b></p>		<p>Code  Namba   _ _ </p>
7.10	<p>The quality of care we provide for women in labor in this facility is in general  <b>Ubora wa huduma tunayotoa kwa wanawake kwenye chumba cha kuzalishia katika kituo hiki kwa ujumla ni</b></p>		<p>Code  Namba   _ _ </p>

7.11	The quality of care we provide for women in this facility who develop obstetric complications is in general <b>Ubora wa huduma tunayotoa kwa wanawake wenye matatizo ya matumbo ya uzazi katika kituo hiki kwa ujumla ni</b>	Code <b>Namba</b>  _ _
7.12	The quality of care we provide for newborns in this facility is in general <b>Ubora wa huduma tunayotoa kwa watoto waliozaliwa katika kituo hiki kwa ujumla ni</b>	Code <b>Namba</b>  _ _
7.13	The quality of care we provide for women with HIV in this facility is in general <b>Ubora wa huduma tunayotoa kwa wanawake wenye HIV katika kituo hiki kwa ujumla ni</b>	Code <b>Namba</b>  _ _
7.14	The overall quality of care we provide to patients at this facility is <b>Kwa ujumla ubora wa huduma tunayotoa kwa wagonjwa katika kituo hiki ni</b>	Code <b>Namba</b>  _ _

## SECTION 8: JOB SATISFACTION AND PERSONAL DRIVE

### SEHEMU 8: KURIDHIKA NA KAZI NA MSUKUMO/MTAZAMO BINAFSI

Q No.	Question <i>Swali</i>	Response Code <i>Msimbo wa jibu</i>
	<p>In this part of the questionnaire I would like to ask you some questions regarding your satisfaction with your current job. All answers are confidential. I am going to read you a series of statements about your level of satisfaction with various aspects of your current job. For each of these aspects, please tell me whether you are satisfied, neither satisfied nor unsatisfied, meaning you are indifferent, or unsatisfied. <b>Katika sehemu hii ya dodoso ningependa kukuuliza wewe baadhi ya maswali kulingana na kuridhika na kazi yako ya sasa. Majibu yote ni siri. Nitakusomea mfululizo wa sentensi kwa mpangilio kuhusu kiwango cha kuridhika kwako na baadhi ya vipengele vya kazi yako ya sasa. Kwa kila kipengele katika vipengele hivi, tafadhari niambie kama umeridhika, wastani au hujaridhika.</b></p> <p><b>CODE NAMBA</b>  SATSIFIED.....01  <b>Umeridhika</b>  NEITHER SATISFIED NOR DISSATISFIED...02  <b>Wastani</b>  NOT SATISFIED.....03  <b>Hujaridhika</b>    NOT APPLICABLE.....04 [added in some of the Qns below to capture the incharge case]  <b>Haihusiki</b></p>	
8.1	Working relationships with peers at this facility <b>Uhusiano wa kikazi na wafanyakazi wenzako katika kituo hiki</b>	Code <b>Namba</b>  _ _
8.2	Working relationships with your supervisor at this facility <b>Uhusiano wa kikazi na msimamizi wako katika kituo hiki</b>	Code <b>Namba</b>  _ _

8.3	Working relationships with the district/ministry of health <b><i>Uhusiano wa kikazi na Wilaya /Wizara ya afya</i></b>	Code <b>Namba</b>  _ _ _
8.4	Overall quality of the management of the facility <b><i>Ubora kwa ujumla wa uendeshaji wa kituo</i></b>	Code <b>Namba</b>  _ _ _
8.5	Availability of medicines in the facility <b><i>Upatikanaji/uwepo wa madawa katika kituo</i></b>	Code <b>Namba</b>  _ _ _
8.6	Availability of functioning equipment in the facility <b><i>Upatikanaji/uwepo wa vifaa/vitendea kazi vinavyofanya kazi katika kituo</i></b>	Code <b>Namba</b>  _ _ _
8.7	Availability of medical supplies in the facility <b><i>Upatikanaji/uwepo wa usambazaji wa vifaa vya matibabu katika kituo</i></b>	Code <b>Namba</b>  _ _ _
8.8	The physical condition of the health facility <b><i>Hali ya kituo cha tiba kimuonekano</i></b>	Code <b>Namba</b>  _ _ _
8.9	Your ability to provide high quality of care given the current working conditions in the facility <b><i>Uwezo wako wa kutoa huduma bora kutokana na hali ya mazingira ya kazi kwa sasa katika kituo</i></b>	Code <b>Namba</b>  _ _ _
8.10	The relationships between the health facility and local leaders <b><i>Uhusiano kati ya kituo cha tiba na viongozi wa jamii (rasmi)</i></b>	Code <b>Namba</b>  _ _ _
8.11	Your level of respect in the community <b><i>Kiwango cha heshima yako katika jamii</i></b>	Code <b>Namba</b>  _ _ _
8.12	Your opportunities to upgrade your skills and knowledge through training <b><i>Nafasi yako ya kuendeleza taaluma/ujuzi na maarifa yako kupitia mafunzo</i></b>	Code <b>Namba</b>  _ _ _
8.13	Your opportunity to discuss work issues with your immediate supervisor <b><i>Nafasi yako ya kujadili mambo ya kazi na msimamizi wako wa karibu</i></b>	Code <b>Namba</b>  _ _ _
8.14	Your immediate supervisor's recognition of your good work <b><i>Msimamizi wako wa karibu kuikubali kwake kazi yako nzuri</i></b>	Code <b>Namba</b>  _ _ _
8.15	Your opportunity to be rewarded for hard work, financially or otherwise. <b><i>Nafasi yako ya kuzawadiwa kwa kazi nzuri, kifedha au vinginevyo</i></b>	Code <b>Namba</b>  _ _ _
8.16	The opportunity to use your skills in your job <b><i>Nafasi ya kutumia ujuzi katika kazi yako</i></b>	Code <b>Namba</b>  _ _ _
8.17	Your salary <b><i>Mshahara wako</i></b>	Code <b>Namba</b>  _ _ _
8.18	Your employment benefits <b><i>Faida zinazo ambatana na kazi unayofanya</i></b>	Code <b>Namba</b>  _ _ _

		_ _
8.19	Opportunities for promotion <b>Nafasi ya kupandishwa cheo</b>	Code <b>Namba</b>  _ _
8.20	Safety and security in the community <b>Usalama na ulinzi katika jamii</b>	Code <b>Namba</b>  _ _
8.21	Living accommodation <b>Makazi ya kuishi</b>	Code <b>Namba</b>  _ _
8.22	Overall how satisfied are you with your job? <b>Kiujumla umeridhika vipi/kwa kiasi gani na kazi yako</b>	Code <b>Namba</b>  _ _
	<p>In this part of the questionnaire I would like to talk with you about your work environment. All answers are confidential. I am going to read you a series of statements about your work with your colleagues. For each of these aspects, please tell me whether you feel these are true most of the time, more than half of the time, less than half of the time, rarely or never.</p> <p><b>Katika sehemu hii ya dodoso ningependa kuongea na wewe kuhusu mazingira yako ya kazi. Majibu yote ni siri. Nitakusomea sentensi kwa mpangilio kuhusu kazi yako na mfanyakazi mwenzio. Kwa kila kipengele katika vipengele hivi. tafadhari niambie kama unahisi haya ni ya kweli wakati wote, baadhi ya wakati, mara chache au hakuna.</b></p> <p>CODE <b>NAMBA</b>  MOST OF THE TIME.....01  <b>WAKATI WOTE</b>  SOME OF THE TIME.....02  <b>BAADHI YA WAKATI</b>  RARELY OR NEVER.....03  <b>MARA CHACHE AU HAKUNA</b></p>	
8.23	Staff willingly share their expertise with other members. <b>Watumishi kupenda kujitolea kuchangia utaalamu/maarifa na wengine</b>	Code <b>Namba</b>  _ _
8.24	When disagreements occur among staff, they try to act like peacemakers to resolve the situation themselves. <b>Endapo inatokea hakuna maelewano miongoni mwa watumishi , hujaribu kuweka amani ili kutatua hali hiyo wao wenyewe.</b>	Code <b>Namba</b>  _ _
8.25	Staff willingly give their time to help each other out when someone falls behind or has difficulties with work. <b>Watumishi hujitolea muda wao kusaidiana wao kwa wao wakati pale inapotokea mmoja wao amekwama au amekutana na ugumu katika kazi.</b>	Code <b>Namba</b>  _ _
8.26	Staff talk to each other before taking an action that might affect them. <b>Watumishi huzungumza wao kwa wao kwanza kabla ya kuchukua hatua ambayo inaweza kuwaathiri wenyewe.</b>	Code <b>Namba</b>  _ _

8.27	Staff take steps to prevent problems arising between them. <b><i>Watumishi huchukua hatua kuzuia matatizo yanayotokea kati yao.</i></b>	Code <b>Namba</b>  _ _
8.28	Staff focus on what is wrong rather than the positive side. <b><i>Watumishi huzingatia kuangalia kosa zaidi ya upande wa mazuri/mafanikio.</i></b>	Code <b>Namba</b>  _ _
8.29	Staff spend their time chatting amongst themselves about things that are not related to work. <b><i>Watumishi wanatumia muda wao kuongea miongoni mwao kuhusu vitu ambavyo havihusiani na kazi.</i></b>	Code <b>Namba</b>  _ _
8.30	Staff spend time complaining about work-related issues. <b><i>Watumishi wanatumia muda kulalamika kuhusu mambo yanayohusiana na kazi.</i></b>	Code <b>Namba</b>  _ _
8.31	My job allows me freedom in how I organize my work and the methods and approaches to use. <b><i>Kazi yako inakuruhusu/unakupa uhuru wa kupanga kazi yako na njia za kutekeleza</i></b>	Code <b>Namba</b>  _ _
8.32	I am given enough authority by my supervisors to do my job well. <b><i>Napewa mamlaka ya kutosha na msimamizi wangu kufanya kazi yangu vizuri.</i></b>	Code <b>Namba</b>  _ _
8.33	It is important for me that the community recognizes my work as a professional. <b><i>Ni muhimu kwangu mimi kwamba jamii inatambua/inakubali kazi yangu kama mtaalam.</i></b>	Code <b>Namba</b>  _ _
8.34	It is important for me that my peers recognize my work as a professional. <b><i>Ni muhimu kwangu mimi kwamba wafanyakazi wenzangu wanaitambua/wanaikubali kazi yangu kama mtaalam.</i></b>	Code <b>Namba</b>  _ _
8.35	Changes in the facility are easy to adjust to. <b><i>Mabadiliko katika kituo ni rahisi kufanyiwa kazi</i></b>	Code <b>Namba</b>  _ _
8.36	Rapid changes are difficult to cope with. <b><i>Mabadiliko ya haraka ni ngumu kwenda nayo sawa.</i></b>	Code <b>Namba</b>  _ _
8.37	Changes bring opportunities to make improvements in the facility. <b><i>Mabadiliko yanaleta nafasi ya kufanya maboresho katika kituo.</i></b>	Code <b>Namba</b>  _ _
8.38	My job makes me feel good about myself. <b><i>Kazi yangu inanifanya mimi mwenyewe nijisikie vizuri.</i></b>	Code <b>Namba</b>  _ _
8.39	I am proud of the work I'm doing in this facility. <b><i>Najivunia kwa kazi ninayofanya katika kituo hiki.</i></b>	Code <b>Namba</b>  _ _
8.40	I am proud to be working for this health facility. <b><i>Najivunia kufanya kazi katika kituo hiki cha tiba</i></b>	Code <b>Namba</b>  _ _

8.41	I am glad that I am working for this facility rather than in other facilities in the country. <b><i>Najiona mwenye bahati kufanya kazi katika kituo hiki kuliko vituo vingine nchini.</i></b>	Code <b>Namba</b>  _ _
8.42	I would prefer to work somewhere else than in this facility. <b><i>Ningependa kufanya kazi sehemu nyingine zaidi kuliko katika kituo hiki.</i></b>	Code <b>Namba</b>  _ _
8.43	This health facility inspires me to do my very best on the job. <b><i>Kituo hiki cha tiba kinanihamasisha mimi kufanya vizuri sana katika kazi yangu.</i></b>	Code <b>Namba</b>  _ _
8.44	I complete my tasks efficiently and effectively. <b><i>Nakamilisha majukumu yangu kwa ufasaha na ufanisi.</i></b>	Code <b>Namba</b>  _ _
8.45	I am a hard worker. <b><i>Ni mchapa kazi mzuri/najituma.</i></b>	Code <b>Namba</b>  _ _
8.46	I am punctual about coming to work. <b><i>Najali/nafuata muda kuhusu kuja kazini.</i></b>	Code <b>Namba</b>  _ _
8.47	These days, I feel motivated to work as hard as I can. <b><i>Siku hizi, najisia kushawishika kufanya kazi kwa bidii/kujituma kadri ninavyoweza.</i></b>	Code <b>Namba</b>  _ _
8.48	My facility is a very personal place. It is like an extended family and people share a lot with each other. <b><i>Kituo changu ni sehemu ya kiungwana sana.Ni kama familia kubwa ya kutegemeana na watu wanashirikiana kwa mengi na kila mmoja.</i></b>	Code <b>Namba</b>  _ _
8.49	My facility is very dynamic and an innovative place. People are willing to take risks to do a job well-done. <b><i>Kituo changu ni sehemu ya mabadiliko na ugunduzi sana.Watu wapo tayari kubeba matatizo ili kufanya kazi iwe nzuri</i></b>	Code <b>Namba</b>  _ _
8.50	My facility is very formal and structured. Policies and procedures are important for doing our work. <b><i>Kituo changu kina mfumo wa kisasa/rasmi na uliopangiliwa sana.Sera na taratibu ni muhimu sana katika kufanya kazi yetu.</i></b>	Code <b>Namba</b>  _ _
8.51	In my facility, we focus on achieving daily goals getting our work done. Relationships between staff are less important. <b><i>Katika kituo changu ,tunazingatia katika kutimiza malengo ya kila siku ili kuhakikisha kazi yetu imefanyika.Mahusiano kati ya watumishi ni muhimu kidogo.</i></b>	Code <b>Namba</b>  _ _
8.52	The head of my facility is a mentor and a role model. <b><i>Mkuu wa kituo changu ndiyo ananivutia niwe kama yeye.</i></b>	Code <b>Namba</b>  _ _

8.53	The head of my facility is willing to innovate and take risks in order to improve things. <b><i>Mkuu wa kituo changu hujitolea kuvumbua kitu na kubeba matatizo kwa ajili ya kubloresha vitu.</i></b>	Code <b>Namba</b>  _ _
8.54	The head of my facility relies too much on policies and procedures. <b><i>Mkuu wa kituo changu anaegemea sana katika sera na taratibu.</i></b>	Code <b>Namba</b>  _ _
8.55	The head of my facility motivates staff to achieve goals. Mkuu wa kituo changu anawahamasisha watumishi kufikia malengo.	Code <b>Namba</b>  _ _
8.56	Loyalty and tradition are very important in my facility. <b><i>Heshima/uwazi na utamaduni ni muhimu sana katika kituo changu.</i></b>	Code <b>Namba</b>  _ _
8.57	Innovation and being first to try something new are important in my facility. <b><i>Uvumbuzi na kuwa wa kwanza kujaribu kitu kipya ni muhimu katika kituo changu.</i></b>	Code <b>Namba</b>  _ _
8.58	Following procedures and rules is very important in my facility. <b><i>Kufuata taratibu na sheria ni muhimu sana katika kituo changu.</i></b>	Code <b>Namba</b>  _ _
8.59	Achieving results and high performance is very important in my facility. <b><i>Kupata matokeo na utendaji wa juu ni muhimu sana katika kituo changu.</i></b>	Code <b>Namba</b>  _ _

## SECTION 9: KNOWLEDGE OF HEALTH CARE PRACTICES FOR HEALTH WORKERS TREATING PREGNANT WOMEN

### SEHEMU 9: UELEWA WA HUDUMA ZA AFYA KWA WAHUDUMU/WATUMISHI WA AFYA WANAHUDUMIA WANAWAKE WAJAWAZITO

Q No.	Question <i>Swali</i>	Response Code <i>Msimbo wa jibu</i>	Skip <i>Ruka</i>
9.1	Do you provide antenatal care to patients at this facility? <b><i>Mnatoa huduma za uzazi kwa wagonjwa katika kituo hiki?</i></b>	YES.....01 <b>NDIYO</b> NO.....02 <b>HAPANA</b>	If no, terminate interview <b><i>Kama hapana ,maliza mahojiano</i></b> Code <b>Namba</b>  _ _
	<p>Now I would like to discuss some examples of situations that may happen at the health center. These situations may or may not be currently true in the health facility where you work. For each situation, I would like to know what kind of actions you would take. All answers are confidential. The first type of situation I would like to discuss with you is a prenatal care visit. I will read out the case to you and then I will ask you what you would do.</p> <p><b><i>Sasa ningependa tujadiliane baadhi ya mifano ya hali zinazoweza zikatokea katika kituo cha afya.Hali hizi zinaweza kuwa za kweli au si za kweli kwa sasa katika kituo cha tiba unachofanya</i></b></p>		

	<p><b><i>kazi.Kwa kila hali, ningependa kujua ni aina gani ya hatua ungeweza kuchukua.Majibu yote ni siri.Aina ya kwanza ya hali ningependa kujadiliana na wewe ni huduma ya kwanza ya mjamzito.Nitakusomea aina ya tatizo halafu nitakuuliza wewe utafanya nini.</i></b></p> <p>Mrs. KESSY, a married woman of 26, has recently moved into the area and comes to see you for the first time. She is obviously pregnant and reports that she has not received any antenatal care for this pregnancy. Please tell me what questions you would ask Mrs Kessy and what actions you would take.</p> <p><b><i>Mrs .KESSY, mwanamke aliyeolewa na mwenye miaka 26, hivi karibuni amehamia katika eneo hili na amekuja kukuona wewe kwa mara ya kwanza.Na ukweli ni mjamzito na inaarifiwa kwamba hajapata huduma yoyote ya uzazi/kliniki ya huu ujauzito.Tafadhari niambie ni maswali gani utamuuliza Mrs Kessy na hatua gani utachua.</i></b></p> <p><b>DO NOT READ OPTIONS ALOUD. FOR EACH OPTION, NOTE WHETHER THE HEALTH WORKER MENTIONED THIS ACTION OR NOT.</b></p> <p><b>USISOME MACHAGUO/MAJIBU KWA SAUTI.KWA KILA CHAGUO/JIBU, ANDIKA KAMA MUHUDUMU/MTUMISHI WA AFYA AMETAJA HICHO KITU AU HAPANA.</b></p> <p><b><i>(Circle where appropriate for question 9.2 – 9.7)</i></b></p>	
9.2	<p>What questions would you ask Mrs Kessy about her previous pregnancies?</p> <p><b><i>Ni maswali gani utamuuliza Mrs Kessy kuhusu ujauzito wake wote uliopita?</i></b></p>	<p>A. Number of previous pregnancies <b><i>Idadi ya ujauzito wote uliopita</i></b></p> <p>B. Number of live births <b><i>Namba ya watoto waliozaliwa hai</i></b></p> <p>C. Number of miscarriages/stillbirths/abortions <b><i>Idadi ya ujauzito ulioharibika/Mfu/uliotoka</i></b></p> <p>D. Any bleeding during last pregnancy <b><i>Kutokwa kokote kwa damu katika ujauzito uliopita.</i></b></p> <p>E. How was last baby delivered? <b><i>Ilikuaje mtoto wa mwisho kuzaliwa</i></b></p> <p>F. Birth weight of last baby <b><i>Uzito wa mtoto wa mwisho kuzaliwa</i></b></p> <p>G. Tetanus immunization during last pregnancy <b><i>Kinga ya pepopunda wakati wa ujauzito wa mwisho/uliopita</i></b></p> <p>H. Any genetic abnormalities in previous babies <b><i>Aina yoyote isiyokua ya kawaida ya kinasaba kwa watoto waliopita</i></b></p>
9.3	<p>What questions would you ask Mrs Kessy about her current pregnancy?</p> <p><b><i>Ni maswali gani utamuuliza Mrs Kessy kuhusu ujauzito wake wa</i></b></p>	<p>A. Last menstrual date <b><i>Tarehe ya hedhi ya mwisho</i></b></p> <p>B. Any health problems now <b><i>Tatizo lolote la kiafya kwa sasa</i></b></p> <p>C. Any contractions <b><i>Maumivu yoyote</i></b></p> <p>D. Any vaginal bleeding <b><i>Kutokwa kokote kwa damu kwenye uke</i></b></p> <p>E. Weight loss/gain</p>

	<b>sasa?</b>	<p><b>Kupungua/kuongezeka kwa uzito</b></p> <p>F. Any Nausea <b>Aina yoyote ya kichefuchefu/kutapika</b></p> <p>G. Are you taking any medication? <b>Unatumia dawa/matibabu yoyote?</b></p> <p>H. Have you had tetanus immunization? <b>Ulishawahi kupata kinga ya pepopunda?</b></p>
9.4	<p>What questions would you ask Mrs Kessy about her medical history?</p> <p><b>Ni maswali gani utamuuliza Mrs Kessy kuhusu historia yake ya matibabu?</b></p>	<p>A. Any history of high blood pressure <b>Historia yoyote ya ugonjwa wa moyo/shinikizo la damu</b></p> <p>B. Any history of diabetes <b>Historia yoyote ya kisukari</b></p> <p>C. Any previous STI/HIV? <b>Magonjwa yoyote yaliyopita ya kuambukiza kama STI/HIV?</b></p> <p>D. Previous use of family planning? <b>Umeshawahi kutumia njia ya uzazi wa mpango siku za nyuma?</b></p> <p>E. Ever had a pap smear? <b>Umeshawahi kutolewa kinyama katika shingo ya uzazi</b></p> <p>F. History of heart disease, malaria, liver disease or goiter <b>Historia ya ugonjwa wa moyo, malaria, ugonjwa wa ini au goita</b></p> <p>G. Family history of hereditary disease <b>Historia ya familia ya magonjwa ya kurithi</b></p> <p>H. Any allergies to medication <b>Minzio yoyote katika matibabu/dawa</b></p> <p>I. Current or previous smoker <b>Uvutaji wa sigara kwa sasa au zamani</b></p> <p>J. Any history of alcohol use <b>Historia yoyote ya matumizi ya pombe/vileo</b></p> <p>K. Any history of illicit drug use <b>Historia yoyote ya matumizi ya madawa yasiyoruhusiwa kwa sababu maalum</b></p> <p>L. Has blood grouping been done previously? <b>Ulishawahi kupima kundi la damu kabla?</b></p>
9.5	<p>What physical examinations would you perform on Mrs Kessy?</p> <p><b>Ni uchunguzi gani wa kimwili utamfanyia Mrs Kessy?</b></p>	<p>A. BODY HEIGHT <b>UREFU WA MWILI</b></p> <p>B. BODY WEIGHT <b>UZITO WA MWILI</b></p> <p>C. BLOOD PRESSURE <b>SHINIKIZO LA DAMU</b></p> <p>D. TEMPERATURE <b>JOTO</b></p> <p>E. RESPIRATORY RATE <b>MAPIGO YA MOYO</b></p> <p>F. PALPATE ABDOMEN <b>KUPIMA TUMBO KWA KUGUSANISHA KIGANJA NA TUMBO</b></p> <p>G. LISTEN TO FETAL HEARTBEAT <b>KUSIKILIZA MAPIGO YA MTOTO</b></p> <p>H. PELVIC EXAMINATION CHECK FOR EDEMA/ SWELLING</p>

		<p><b>KUCHUNGUZA NJIA NA KUANGALIA KAMA KUNA UVIMBE WA MWILI</b></p> <p>I. MEASURE SIZE OF WOMB <b>KUPIMA UKUBWA WA TUMBO</b></p> <p>F. ADMINISTER TETANUS TOXOID <b>KUMCHOMA SINDANO YA KUMKINGA NA PEPOPUNDA</b></p>
9.6	<p>What laboratory investigations would you perform on Mrs Kessy?</p> <p><b>Ni uchunguzi gani wa kimaabara utamfanyia Mrs Kessy</b></p>	<p>A. Pregnancy test <b>Kupima ujauzito</b></p> <p>B. Hemoglobin test <b>Kupima chembe chembe za damu</b></p> <p>C. Urine test for diabetes <b>Kupima mkojo kwa ajili ya kisukari</b></p> <p>D. Urine protein <b>Protini kwenye mkojo</b></p> <p>E. Ultrasound <b>Kupiga ultrasound</b></p> <p>F. Blood platelets count <b>Kuangalia/kuhesabu vichembe sahani kwenye damu</b></p> <p>G. Liver enzymes <b>Vimeng'anya kwenye ini</b></p> <p>H. Serum urea and creatine <b>Kuangalia fluid kwenye damu</b></p> <p>I. HIV test <b>Kupima virusi HIV</b></p> <p>J. STI test <b>Kupima STI</b></p> <p>K. Rubella antibodies <b>Kingamwili ya ugonjwa wa Rubella</b></p> <p>L. Blood grouping and cross matching <b>Kundi la damu na muingiliano wake</b></p>
9.7	<p>What drugs or supplies would you provide/ prescribe to Mrs Kessy?</p> <p><b>Ni madawa/vidonge au vifaa gani utampa/kumwelekeza Mrs Kessy</b></p>	<p>A. Insecticide treated mosquito net <b>Chandarua ya mbu iliyo na dawa</b></p> <p>B. Iron/folic acid supplements <b>Ziada ya madini ya chuma/vitamini B</b></p> <p>C. Intermittant preventive treatment for malaria <b>Kumpa kinga ya kumtibu dhidi ya malaria</b></p>

**SECTION 10: EXPERIENCE AND PERCEPTIONS OF P4P SCHEME (FOR PWANI FACILITY ONLY)**

**SEHEMU YA 10: UZOEFU NA MTAZAMO WA MRADI WA P4P (KWA VITUO VYA PWANI TU)**

10.1	Have you heard about the Pay-For-Performance scheme ? <i>Umeshawahi kusikia mradi/ programu ya P4P hapa kituoni?</i>	Yes <i>Ndiyo</i> .....01 No <i>Hapana</i> .....02	Code <i>Namba</i>  _ _  If no, terminate interview <i>Kama hapana ,maliza mahojiano</i>
10.2	What is the P4P scheme about? <i>Je, unajua P4P inahusika na nini?</i>  (Multiple answers possible, do not read aloud) <i>(Majibu zaidi ya moja ni sawa, usisome machaguo)</i>	Financial bonus/payments to RCH staff.....01 <i>Malipo ya ziada kwa wafanyakazi wa huduma ya mama na mtoto</i> Financial bonus/payments to health workers.....02 <i>Malipo ya ziada kwa wafanyakazi</i> Additional funds for the facility.....03 <i>Malipo/ pesa zaidi kwa ajili ya kituo</i> New HMIS.....04 <i>Fomu zampya za MTUHA</i> Better health information systems.....05 <i>Ubora wa kumbukumbu/taarifa za kituo</i> Increased supervision.....06 <i>Kuongezeka kwa usimamizi kazini</i> Other <i>Nyingine</i> .....88 Specify <i>Taja</i> [_____]	Code <i>Namba</i>  _ _   _ _   _ _   _ _   _ _   _ _   _ _
10.3	Have you received any bonus payment from P4P? <i>Ushawahi kupokea malipo yoyote ya P4P?</i>	Yes <i>Ndiyo</i> .....01 No <i>Hapana</i> .....02	Code <i>Namba</i>  _ _  If NO, go to 10.5 <i>Kama hapana nenda 10.5</i>
10.4	How many times did you receive bonus payment for achieving P4P targets <i>Je, ni mara ngapi umepata malipo kwa kufikia malengo ya P4P?</i>	1 2 3 4 Don't know <i>Sijui</i> .....88	Code <i>Namba</i>  _ _  Any response SKIP to 10.6  <i>Kwa Jibu lolote nenda 10.6</i>
10.5	Why have you not received any bonus payments from P4P <i>Kwa nini hujawahi kupokea malipo yoyote ya P4P?</i>	Facility not reaching targets.....01 <i>Kituo hakikufikia malengo ya kulipwa</i> Not sure.....02 <i>Sina uhakika</i> Other(specify).....03 <i>Nyingine (taja).....</i>	Code <i>Namba</i>  _ _
10.6	Do you agree P4P has improved daily work life? <i>Je, unakubali kuwa P4P imeboresha</i>	Agree <i>Nakubali</i> .....01 Neutral <i>Kawaida</i> .....02 Disagree <i>Sikubali</i> .....03	Code <i>Namba</i>  _ _

	<i>maisha yako ya kikazi?</i>		If 03, skip to 10.8  <b>Kama ni 03 nenda 10.8</b>
10.7	Which aspects of daily work life has improved due to P4P? <b>Ni eneo lipi katika maisha yako ya kikazi limeboreshwa zaidi na P4P?</b>  (Multiple response) (Chaguo zaidi ya moja)	Availability of medicines.....01 <b>Upatikanaji wa dawa</b> Team work/spirit.....02 <b>Hamasa/motisha ya kufanya kazi</b> Feeling motivated to come to work.....03 <b>Uongezekaji wa hamasa ya kuja kazini</b> Other <i>Nyingine</i> .....04 Specify <b>Mention</b> .....	Code <b>Namba</b>  _ _   _ _   _ _   _ _
10.8	Are you satisfied with new HMIS system? <b>Je, umeridhika na hizi fomu mpya za MTUHA?</b>	Satisfied <b>Nimeridhika</b> .....01 Neutral <b>Kawaida</b> .....02 Not satisfied <b>Sijaridhika</b> .....03	Code <b>Namba</b>  _ _  If 01, 02, end the interview. <b>Kama 01, 02, maliza mahojiano</b>
10.9	Why are you not satisfied with the new HMIS? <b>Kwanini hujaridhika na MTUHA mpya?</b>	Specify: <b>Taja</b> .....	
10.10	Which aspect of the HMIS that could be improved? and specify which register. <b>Ni eneo lipi katika vitabu vya MTUHA linapaswa kuboreshwa? na ni MTUHA ipi?</b>	Lack of space in some forms to record information.....01 <b>Ukosefu wa nafasi katika baadhi ya fomu</b> Other <i>Nyingine</i> .....02 Specify which form(s) <b>Taja</b> .....	Code <b>Namba</b>  _ _

Time completed interview HOUR [ ][ ] MINUTE [ ][ ]

**Muda wa kumaliza mahojiano SAA DAKIKA**