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RMC Practice Readiness Assessment of health care providers

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Rmc Readiness Assessment Of Health Care Providers

Record ID

Longitude

Latitude

Time of start of interview

1. RMC Record ID (For example Adeoyo/HW/001)

2. Which Local Government Area (LGA) is this facility situated

- ☐ Ibadan North
- ☐ Ibadan North East
- ☐ Ibadan North West
- ☐ Ibadan South East
- ☐ Ibadan South West

3. Level of Public Health Facility

- ☐ Primary
- ☐ Secondary

4. Date of Birth (Example Day-Month-Year)

Today's date

5. Age

6. Highest Level of education completed

- ☐ Secondary education
- ☐ School of Health Technology
- ☐ Nursing School
- ☐ Nurse/Midwifery School
- ☐ Medical School
- ☐ Master's program / Part 1 Fellowship Exams
- ☐ Ph.D. program/ Part 2 Fellowship Exams

7. Professional type

- ☐ Specialist Consultant
- ☐ Resident doctor
- ☐ Medical Officer
- ☐ House Officer
- ☐ Nurse
- ☐ Nurse/Midwife
- ☐ CHO
- ☐ CHEW
- ☐ Health Assistant/ Nurse Auxilliary/ Nurse Aide

In which sub-unit are you working in this health facility or do you work across all the units?

- ☐ I work in the antenatal unit only
- ☐ I work in the labour room only
- ☐ I work in the post-natal unit only
- ☐ I work in all the units

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8. Your total income in a month (from all sources) may fall within which of these ranges

- ☐ < ₦30,000 (83.3USD)
☐ ₦30, 000 - ₦50,000 (138.9 USD)
☐ ₦51,000 - ₦70,000 (194.4 USD)
☐ ₦71, 000 - ₦90,000 (250 USD)
☐ ₦91,000 - ₦110,000 (305.5 USD)
☐ ₦110,000- ₦200,000 (555.5 USD)
☐ ₦200,000 - ₦400,000 (1,111 USD)
☐ More than ₦400,000 (1,111 USD)

9. Specifically, these total Income from (all sources) per month will be about ____ in Naira (write only in figures)

10. The year you completed pre-service training (graduated from school) for your current profession

11. Years of professional experience after pre-service training

12. The year you started working in this facility as one of the following (nurse/midwife/CHO/CHEW)

13. Years of experience working in this facility as one of the following (nurse/midwife/doctor/CHO/CHEW)

14. Have you ever been promoted in your current job?

- ☐ Yes ☐ No

15. In which year were you last promoted in your current job (OR Moved to the next level or higher level for doctors?

16. No of years ago you were last promoted

17. The current level of the respondent in the Oyo State civil service employment (based on ranks like level 12. Write only the figure, eg. 12)

18. Sex of the health care provider

- ☐ Male ☐ Female

Which of these do you think women should have as a Fundamental Human Right to during childbirth and in what frequency? If they should not have a right to it, please, select "Never". If they should, then select best of the other options. (A right is something they can demand for if not given)

Always (Nigbogbo igba) Very frequently (Ni lemolemo) Occasionally (Ni eknankan) Rarely (Ko wopo rara) Never (Ko sele ri)

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1. Right to know / ask about the professional identity and qualifications of those involved with her care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Right to communicate with caregivers and receive all care in privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Right to full and clear information about what is being done for her and their benefits, risks and costs (on the procedures, drugs, tests and treatments offered to her)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Right to accept or refuse procedures, drugs, tests and treatments, and to have her choices honored	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Right to be informed if her caregivers wish to enroll her or her infant in a research study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Right to unrestricted access to her file and all available records about her pregnancy, labor, birth, postpartum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Right to receive maternity care that is appropriate to her cultural and religious background.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Right to receive information in a language in which she can communicate (like getting her an interpreter) where necessary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Right to have a family member of her choice present during all the aspects/ stages of her labour and childbirth (having a birth companion)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Right to freedom of movement during labor, not hindered by tubes, wires or other apparatus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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| 11. Right to virtually uninterrupted contact with her newborn from the moment of birth, as long as she and her baby are healthy and do not need care that requires separation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. Right to receive a pain relief during labour with information on the type of pain relief, and the risks and benefits | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. Right to deciding the position of birth (Squatting) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Has any of the following ever been done to women who have come to deliver in this hospital in the past 1 year to the best of your knowledge (not necessarily by you)? Kindly select the appropriate response

- | | Always | Very frequently | Occasionally | Rarely | Never |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. Physical abuse (slapping or hitting pinching, beating or attempts made to) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Verbal abuse (saying sentences to pregnant women in labour that may sound abusive like "was I there when you were getting impregnated"?) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Not providing information on the care to be provided or the procedure to be done before doing it | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Not obtaining informed consent or a go ahead before procedures or examinations are done (even if information was provided about it) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Lack of privacy (not screening during examinations) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Lack of confidentiality (discussing patients' details openly or patients' files kept indiscriminately) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Discrimination based on age, economic / financial status, ethnicity, religion | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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| 8. A birth companion of her choice NOT allowed to be present with the woman all through the stages during labour | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Women not allowed to move about during labour but must lie down in one position | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Women not given an option to choose a position of birth (like squatting to deliver) or denial of their choice | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. Unnecessary separation of mother and newborn after the birth | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. Leaving the woman alone or unattended or delaying attending to the woman after being called / sent for | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

13. Other types of similar actions done to women during childbirth in this health facility, please, specify

How long are women kept on admission at the facility after an uncomplicated delivery on the average before discharge home?

- ☐ Less than 6 hours
☐ 6-12 hours
☐ More than 12 hours to a maximum of 24 hours
☐ More than 24 hours
☐ Don't know

Have you ever heard of Respectful Maternity Care (RMC) before?

- ☐ Yes ☐ No

Readiness Assessment for a Change to a Respectful Maternity Care Practice

Respectful Maternity Care (RMC) is a human rights approach to childbirth care practice. It is a new strategy for caring for women in labour which we are yet to commence implementing in this health facility. We are interested in knowing how health facilities offering childbirth services,

their managers and individual workers are READY to integrate respectful maternity care into their routine childbirth services.

What is Respectful Maternity care?

Simply, it means the following

- 1. The preferences of the client must be respected, and she must be involved in the decision making regarding her health.**
- 2. She must be allowed a companion during birth as recommended by the WHO**
- 3. She must be free to move about during labour if she so wishes even in the second stage before the urge to deliver and not restricted to one position.**
- 4. If classified as a low risk pregnant woman, she should be allowed oral fluids or food while in labour as evidence has shown no negative outcomes following this.**
- 5. Her privacy must be ensured by providing one private cubicle or space per woman in labour and information about her should not be shared openly.**

- 6. If she prefers to deliver her child squatting, the health care provider must be willing to support her in the decision.**
- 7. Equitable services must be delivered to her regardless of her personal characteristics.**
- 8. When she calls for help during labour, she must not be denied nor neglected.**
- 9. If she is unable to pay her bills, a consensus must be reached with her on how to pay rather than detaining her illegally for the inability to pay.**
- 10. Overall, she must receive the utmost respectful and dignified care, that she deserves as her fundamental human rights.**

Respectful Maternity Care can be implemented in this health facility

- ☐ Strongly disagree
- ☐ Somewhat disagree
- ☐ Neither agree nor disagree
- ☐ Somewhat agree
- ☐ Strongly agree

Organizational Readiness for a change to RMC Practice

Please select one option for each of these sentences below that best describes how much you think your health facility management and staff are READY to integrate respectful maternity care (RMC) practice into the routine childbirth/ delivery care services in this facility (Please, tick one of these 5 options: Strongly Disagree=D, Somewhat Disagree= SWD, Neither Agree nor Disagree =NA/D, Somewhat Agree= SWA, Strongly Agree= A)

	Strongly Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly Agree
6. Health workers in this health facility want to (will not mind to) implement this change to RMC practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Health workers in this health facility are committed to implementing this change to RMC practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Health workers in this health facility are determined to implement this change to RMC practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Health workers in this health facility will do whatever it takes to implement this change to RMC practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Health workers in this health facility are self-motivated to implement this change to RMC practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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| 1. Health workers in this health facility feel confident that the facility management can get people invested in implementing this change to RMC practice. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. Health workers in this health facility feel confident that the facility managers can support people to adjust to this change to RMC practice. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Health workers in this health facility feel confident that they can keep pushing to implementing this change to RMC practice. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Health workers in this health facility feel confident that they can keep track of progress in implementing this change to RMC practice. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Health workers in this health facility feel confident that they can coordinate tasks so that implementation goes smoothly to RMC practice. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Health workers in this health facility feel confident that they can handle the challenges that might arise in implementing this change to RMC practice. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. Health workers in this health facility feel confident that they can manage the politics of implementing this change to RMC practice. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

The score for commitment to change

The MEAN score for Change commitment

The score for Change Efficacy

The MEAN Score for Change Efficacy

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Informational assessment- Regarding a change to a respectful maternity care practice being integrated into your routine childbirth care, please, select the most appropriate option to the sentences below

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
1. Health workers in this health facility believe we have the equipment we need to implement this change to a RMC practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Health workers in this health facility believe we have the expertise we need to implement this change to RMC practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health workers in this health facility believe we have the time we need to implement this change to a RMC practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Health workers in this health facility believe we have the skills we need to implement this change to a RMC practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Health workers in this health facility believe we have the resources we need to implement this change to a RMC practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Health workers in this health facility know how much time it will take to implement this change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Health workers in this health facility know what resources we will need to implement this change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Health workers in this health facility know what each of us has to do to implement this change Given	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Change Valence Assessment-

Please select the most appropriate option for each of these statements below regarding a change to integrate respectful maternity care (RMC) practice into the routine childbirth/delivery care services in this facility.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
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1. Health workers in this health facility feel that a change to a respectful maternity care is compatible with our values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Health workers in this health facility feel that we need to implement this change to RMC practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Health workers in this health facility believe this change to RMC practice will benefit our community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Health workers in this health facility believe this change to RMC practice will make things better	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Health workers in this health facility believe this change to RMC practice is a good idea	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Health workers in this health facility value this change to a RMC practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Individual Readiness for Change Assessment Tool

The options below are assessing your own personal readiness for your health facility to integrate respectful maternity care practices into your routine childbirth care. Select one option each

	Strongly disagree	Disagree	Slightly disagree	Do not disagree nor agree	Slightly Agree	Agree	Strongly Agree
1. When changes such as a change to RMC practice is about to occur in our health facility, I believe that I am ready to cope with them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I usually try to convince people in my health facility to accept the change such as a change to RMC practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. When changes occur in my health facility, I tend to complain about them rather than deal with them*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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| 4. I believe that I am more ready to accept a change to RMC practice than my colleagues. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. I don't worry about changes in my health facility because I believe that there is always a way to cope with them | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. When changes such as a change to RMC practice occur in my company, I always have the intention to support them. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Concerning the availability of the resources needed to integrate a respectful maternity care practice into the routine childbirth care in this facility, please select the best option

- | | Disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Agree |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| 1. We have adequate number of trained and competent skilled birth attendants (e.g. nurse, doctors and nurse auxiliaries like CHO/CHEWS) that can provide RMC care to all women | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. The Management of our health facility are very familiar and well sensitized to the provision of a respectful maternity care practice | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Regular practical, in-service training on the provision of respectful maternity care is being done for the staff in this health facility | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. There are written, up-to-date guidelines on the provision of a respectful maternity care during childbirth in this health facility | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. There are established and standard informed consent system in place and forms to be used for procedures requiring such (for example episiotomy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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6. There are health education materials on respectful maternity care in pictures and the languages of the communities served in this health facility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Rooming-in (Nursing baby by the mother's side) is practiced in this facility to allow women and their babies to remain together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. There are clean, appropriately illuminated, well ventilated labour, and childbirth areas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. There are clean and accessible toilets and bathrooms for use by women in labour/ post delivery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. There is safe drinking water, and a hand washing station, with soap and water (preferably running water) or alcohol-based hand rubs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Curtains, screens, partitions are available and are being used to maintain privacy for women during ;labour and childbirth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. There are sufficient bed capacity (needed number of beds for facility)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Facilities for companions of women in labour, including a private space (or partitioned with curtain) that can allow for the woman and her companion are available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Basic and adequate equipment for labor and childbirth that is available in sufficient quantities at all times in the labor and childbirth areas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Continuous energy/ power supply in the labor, childbirth and neonatal areas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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| 16. Staff meetings are held regularly to review our childbirth practices if respectful (RMC practices) or not in this health facility | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17. There is a suggestion box for service users (clients/ patients) and providers to submit complaints to the management | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. Establishment of accountability mechanisms for redress in the event of mistreatment or violations (eg. disciplinary committee to handle report of mistreatment of women or providers) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

These last set of questions help us to self-evaluate ourselves as a person and may elicit the factors that are associated with our readiness for a change to a respectful maternity care

Health care providers' Core Self-Evaluation Personality Traits- Kindly select the most appropriate option to each of the sentences below as it describes you as a person

- | | Strongly disagree | Somewhat disagree | Neither agree nor disagree | Somewhat agree | Strongly agree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| 1. I am confident I'll get the success I deserve in life. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Sometimes I feel miserable* | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. When I try, I generally succeed | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. Sometimes when I fail I feel worthless* | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. I complete tasks successfully | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. Sometimes, I do not feel I am in control of my work* | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Overall, I am satisfied with myself | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. I am filled with doubts about my competence* | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. I determine / choose what will happen in my life | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. do not feel in control of my success in my career* | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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| 11. I am capable of coping with most of my problems | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. There are times when things look pretty bleak and hopeless to me* | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Health care providers' Job satisfaction- Regarding the extent to which you are satisfied with your job, kindly select the most appropriate option for the sentences below

- | | Strongly disagree | Somewhat disagree | Neither agree nor disagree | Somewhat Agree | Strongly agree |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| 1. My salary is fair compared to other staff in other southwest states with the same level of responsibility | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. My benefits are fair compared to other staff at my level | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. My job description is clear to me, accurate and up to date | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. My supervisor and I have agreed on the priorities of my job | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. I get clear feedback from my supervisors about how well I am performing on my job | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. My annual performance appraisal is based on the priorities in my workplan (my actual performance) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. My supervisor seeks my input when faced with a challenge or problem | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. The organization (the management of this facility) acknowledges and values my work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. The organization (the State Ministry of Health) provide me with the essential coaching and training to do my job. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. The organization works (as much as possible) to provide me with opportunities for career growth. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Any other important comments or observations

Time to END of interview

Confidential

Name of Interviewer	<div><input type="radio"/> Bukola</div> <div><input type="radio"/> Dr. Esan</div> <div><input type="radio"/> Any other</div>
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