

SITUATION ANALYSIS FORM

The Human Resources for Health (HRH) activity is a PEPFAR-funded, health systems strengthening, exercise which aims to optimize HIV care providers' performance for service quality and outcomes improvement. The goal of this situation analysis form is to ensure general understanding of the current opportunities/challenges at your facility (if any).

This short survey is not focused on the work practices of any singular healthcare worker, but rather seeks to identify human resources (HR) challenges, and other experiences you might face from day to day, on-the-job, and within the work environment that may hinder/facilitate patient retention, antiretroviral therapy (ART) adherence, viral load and early infant diagnosis (EID) uptake, as a way of enhancing healthcare providers' performance and the quality of services rendered to people living with HIV (PLHIV).

Kindly respond to the questions below:

	QUESTIONS	RESPONSE
1.	Please specify your designation by highlighting the healthcare role that most closely applies to you.	TBA <input type="checkbox"/> CHEW <input type="checkbox"/> Pharmacist <input type="checkbox"/> Nurse <input type="checkbox"/> Midwife <input type="checkbox"/> Doctor <input type="checkbox"/> Others: <i>Counselors and medical records</i>
2.	What are the most common challenges faced by healthcare workers in your facility in carrying out their duties regarding service delivery towards PLHIV?	
3.	If you had the option to address only one of these things you just listed (in No. 2), what would it be?	
4.	What do you as a person find most challenging in healthcare service delivery for PLHIV?	
5.	With regards to accurate and up-to-date documentation of patient health data (i.e. completed lab tests, clinic visit dates, pick-up dates, etc.), what are the most common barriers/challenges you face that prevent you from performing your best? (LIST AS MANY AS YOU CAN THINK OF).	

6.	With regard to providing patient support for ART adherence and program retention, what are the most common barriers/challenges you face that prevent you from performing your best? (LIST AS MANY AS YOU CAN THINK OF).
7.	According to patients you see, what are the reasons they have for not being consistent/adherent with their ARVs? (PLEASE LIST AS MANY AS YOU REMEMBER).
8.	Out of the reasons you listed (in No. 7 above), what (in your opinion) is the most common reason for non-adherence to ARVs?
9.	What are the common reasons patients give for missing a clinic visit? (PLEASE GIVE AS MANY EXAMPLES AS YOU CAN REMEMBER).
10.	From No. 9 above, what (in your opinion) is the most reason patients give for missing a clinic visit?
11.	What are the reasons patients commonly give for not having had a viral load test done when due?
12.	In your opinion, what might be the reasons for low numbers of patients with completed viral load tests?
13.	What are the reasons commonly given by parents for not taking advantage of early infant detection (EID)?
14.	In your opinion, what might be the reasons for low EID uptake?

15.	What do you think would help to address issues of patient adherence to their regimens, timely clinic visits, completion of required screenings/lab tests (PLEASE LIST AS MANY AS YOU REMEMBER)?
16.	From No. 15 above, if you had to pick only one that would be actualized, which would it be?
17.	Why did you pick that one option? (Please explain as best as you can).
18.	For all the factors you listed (in Nos. 2, 4, 5, and 6 above), what strategies or support do you think can help you perform better in-service delivery to PLHIV?
19.	In reference to No. 18 (above) how do you think these strategies or support can be made to happen? (PLEASE BE AS DETAILED AS YOU CAN)
20.	Do you think that improved Human Resources support towards healthcare workers might impact the issues listed in Nos. 2-15 above?
21.	Please elaborate on the Human Resources provisions that should be in place for staff to perform better than they are doing now?
22.	Please feel free to use this space to provide and other information you think might be useful.

Your time and effort in filling this survey is appreciated.