



**001-FGD: FOCUS GROUP DISCUSSION; NUTRITIONISTS**

**County:** .....

**Date of interview:** .....

**Name of FGD site:** .....

**INSTRUCTIONS**

**Good morning/ afternoon..... The ministry of health both National and County, with support from partners is conducting a nutrition capacity assessment. Your facility has been selected to participate in this assessment. The interview will take about 45 minutes. The objective of this assessment is to determine capacity of this health facility, to deliver nutrition services. The information generated will be useful in documenting the best practices and identifying the areas that require improvement.**

**I am going to ask you some questions would wish to request that every participant feels free to give their view. NOTE that all responses are correct, as we are seeking diverse opinions. The discussion points you give will not be used against you in any way.**

**We shall take notes and record the proceedings only for purposes of assisting us during analysis to capture the views discussed.**

**Can I start now?**

**Time started:** .....

1. What type of nutrition interventions and services provided in this health facility?
2. 1 b) What are your roles in the health facility?
3. In your view are there factors that attract nutritionists to take up posting in this county, ?  
*(Probe for factors like transport, housing, salaries and allowances, quality supervision, career growth etc.)*
4. How is the retention of nutritionists in the County? What factors influence nutritionists stay in this county? *(Probe; retention – do you consider retention short or long, and what influences that situation?)*
5. What forums exist to discuss nutrition issues? *(Probe for both technical and professional issues)*
6. What challenges do you contend with on a regular basis in service delivery?
  - a) General challenges *(Probe: Turnover and migration, Leadership, ethnicity, Political interference, labor unrest, training opportunities, Career stagnation, attrition, weather patterns etc)*
  - b) Technical nutrition challenges *(Probe: reporting tools, commodities, workload, technical capacity, equipment, training opportunities, socio-cultural practices, job aids, BCC materials etc)*
7. What are some of the ways the County and Sub-County is using to address the challenges above? *(Probe based on challenges cited in question 4)*
8. In your opinion, what recommendations can you make to address these challenges? *(Probe based on question 5)*
9. *What kind of trainings have been offered that are nutrition or nutrition related(probe for all the trainings the are aware of or have been trained on)*
10. Do you have CPD booklets? *(Probe if they update, are you aware of the CPD guideline , whether the CPD points are used in renewal of licensure)*
11. Do you have job descriptions/schedule of duties?*(Probe for awareness of the content of JD, if duties are exhaustive, if they perform extra duties from what is in the JD, and if they are empowered to perform the extra duties)*
12. Do you do annual performance appraisal? *(If NO, why?)* If yes, what is the process? And what are your views on the same? *(probe for challenges, skills and knowledge)*
13. Do you receive any support supervision or OJT related to nutrition? *(Probe; frequency, usefulness, any views)*
14. Explain the key nutrition policies and guidelines currently in use. *(Probe for use during planning, implementation, M&E; access gaps, recommendations for new guidelines)*
15. Do you have any general or specific recommendations to this capacity assessment process?

**Time Stopped: .....**