



**002-FGD: FOCU GROUP DISCUSSION; NUTRITION WORKFORCE**

**County:** .....

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

**Name of FGD site (Facility name):** .....

**INSTRUCTIONS**

**Introductions:** .....

**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 are provided in this health facility?
2. a) What are your roles in the health facility? (*capture all roles*)
  - b) Are you sufficiently empowered to perform nutrition services that you are involved in on a regular basis? (*Refer to question number 1, what kind of empowerment do you have or not, if not what areas do you feel incapacitated, how can that be rectified*)
3. In your view, what is the current staffing situation in your facility? (*Probe for adequacy of current numbers, skills mix, which cadres and sections are most affected, adequacy of budgets etc*)
4. In your view are there factors that attract health workers to take up posting in this county? (*Probe for factors like transport, housing, salaries and allowances, quality supervision, career growth etc.*)
5. What factors influence health workers stay in this county/facility? (*HW retention – do you consider retention short or long, and what influences that situation?*)
6. What challenges do you contend with on a regular basis in service delivery? (*Probe: Turnover and migration, Leadership, ethnicity, Political interference, labor unrest, training opportunities, Career stagnation, harsh weather condition etc*)
7. What actions have the county/Sub-County taken to address health worker issues? (*Probe based on challenges cited in question 5*)
8. In your opinion, what recommendations can you make to address these challenges? (*Probe for any of these: health worker education; Health workforce Management, Housing and other welfare issues, working conditions improvement, performance incentives, Staff Salaries/wages, Career growth*)
9. Do you have CPD booklets? (*Probe if they are updated, the booklets used for renewal of practice license- by cadre*)
10. 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*)
11. Have you been sensitized on performance appraisal? (*Probe on the last time you were appraised, the understanding and opinion of the appraisal process*)

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