Focus Group Discussion (FGD) Guide for Community Monitoring and Support Committee (CMSC) Members

(Endline Evaluation Tool)

ACE-2 PROJECT

Design, Implementation and Testing of a Feasible Intervention to Address Absenteeism of Frontline Health Workers in Nigeria

Introduction

My name is _____ and my colleague is _____. We are trained researchers from the Health Policy Research Group (HPRG), University of Nigeria, Enugu Campus. We are conducting a study to evaluate an intervention that was implemented in selected Primary Health Care (PHC) facilities and their catchment communities in Enugu State.

In this intervention, health workers received transportation allowance to reduce financial barriers affecting attendance. Peer support and network mechanisms were developed among health workers to promote accountability and teamwork. Community Monitoring and Support Committees (CMSCs) were formed and trained to conduct regular monitoring of attendance and provide community-based support to PHCs. Mechanisms were created to strengthen collaboration between communities, health workers, and local government health authorities.

Please, we are asking you to participate in this Focus Group Discussion because we want to understand your experiences and views about the CMSC intervention aimed at reducing absenteeism in primary health facilities. We wish to get your opinion on how the interventions worked and what could be done to improve their performance and sustainability.

This interview guide is designed to generate information on your experiences with the intervention It explores how the CMSC and other adjunct interventions influenced attendance, accountability, teamwork, and day-to-day work practices. It also seeks to identify challenges, unintended effects, and lessons for sustaining the intervention within the health system.

The discussion will take approximately one hour.

There are benefits of participating. Your views will help improve the current and future interventions aimed at strengthening accountability, reducing absenteeism, and improving service delivery in Primary Health Care facilities. The findings will inform policy decisions at local, state, national, and international levels.

Participation in this study involves no risk. Some questions may make you feel uncomfortable, particularly if they relate to challenges, governance issues, or sensitive matters such as absenteeism or corruption. You are free to decline to answer any question at any time.

With your permission, we would like to audio-record the session so that we do not miss any important information. We therefore request your permission to audio record the discussion. If you agree to take part in this discussion, you will be asked to sign or thumbprint a consent form.

Your participation is entirely voluntary. You are free to decide whether or not to participate. No one will penalize you if you choose not to participate. You may withdraw from the discussion at any time without any consequences.

We will protect your privacy to the best of our ability. Your name will not appear in any report or publication. We will not share your responses with other participants, health workers, or authorities. Audio

recordings and transcripts will be stored securely and accessed only by the research team. All data will be anonymized before analysis and reporting.

Participant Agreement/Consent Form

I have read and understood this document / The document has been read and explained to me. It describes the purpose of the research, my rights, the potential benefits, and possible risks of participating in the research study titled: **"Design, Implementation and Testing of a Feasible Intervention to Address Absenteeism of Frontline Health Workers in Nigeria (ACE-2 Project)."**

I voluntarily agree to participate in this Focus Group Discussion.

_____ _____

Date Signature or thumb-print of participant

If the participant cannot read the form themselves, a witness must sign here:

I was present while the benefits, risks, and procedures were read to the participant. All questions were answered, and the participant has agreed to take part in the research.

_____ _____

Date Signature of witness

I certify that the nature and purpose, the potential benefits, and possible risks associated with participating in this research have been explained to the above individual.

_____ _____

Date Signature of the person who obtained consent

Date of interview: _____

Venue of interview: _____

Start time: _____ End time: _____

FGD moderator FGD notetaker: