FOCUS GROUP DISCUSSION GUIDE-ANM

I. CHARACTERISTICS OF THE PARTICIPANTS
Facilitators need to fill out the FGD log before the start of the FGD.

II. SCOPE OF WORK
Based on your experience working as an ANM, which tasks are you expected to accomplish?
Prompt: Do you do any of the following: ANC, child birth, PNC, family planning, child health, other primary health care?

Probe: Which tasks do you actually carry out in reality and why? How much of your time do you spend on MNH as compared to other tasks?

III. ANM’S TRAINING, SUPERVISION:
1) Can you please share us about training that you have received so far to work as an ANM?
Prompt: Clinical skills, managerial skills including record keeping or communication skills.

2) Do you have any training in mind that you think can improve your knowledge and skills?
Prompt: topics, approach, use of innovative tools, venue (block/district level), duration etc.

3) Please tell us about the preferred place and preferred duration of such training.

Probe: Which tasks do you actually carry out in reality and why? How much of your time do you spend on MNH as compared to other tasks?
4) After attending any such training, how would one really understand and measure whether that training was useful and could make any impact on the knowledge, skills that you have and ultimately on the services you deliver?

Probe: Discuss - why against the probes - no previous training on that subject/ newly emerged subject/ never covered in the syllabus/ difficult to understand/ no demonstration received only theoretical training so far etc.

5) Are there protocols and guidelines that you need to follow as an ANM? What are they?

Prompt: Protocols and guidelines on ANC, child birth, PNC, family planning, child health, other primary health care. Are they readily available to you?

ANM म्हणून तुम्हाला काही शिष्टाचार, मार्गदर्शक सूची पाठवायला लागतात का? ती काय आहेत?
आधारावर मुद्दे: ANC, प्रस्तव, PNC, कुटुंब लियोजन, मुलांचे आरोग्य, अन्य प्राथमिक आरोग्यसेवा, या विषयावर शिष्टाचार आणि मार्गदर्शक सूची. हे तुम्हाला सहज उपलब्ध आहे का?

6) How do you find them? Do you find them useful or not? Why?

तुम्हाला ही सूची/शिष्टाचार कसे वाचतात? तुम्हाला ते उपयुक्त वाचाल्यात का नाही? का?

7) How do you find you and other ANMs’ adherence to the protocols and guidelines in your area within the last one year? Are there barriers preventing you from adhering to these protocols and guidelines?

गेल्या वर्षांत तुम्ही आणि इतर ANMsनी या शिष्टाचारांचा आणि मार्गदर्शक सूचांचा किंती अवलंब केला आहे, असे तुम्हाला वाटते? या शिष्टाचारांचा आणि मार्गदर्शक सूचांचा अवलंब करण्यासाठी तुम्हाला रोखणारे काही अडथळेच आहेत का?

8) We would like to know how do you coordinate with your trainers/ supervisors for your work? How often? Did they come to see you?

तुमच्या कामासाठी तुम्ही तुमच्या प्रशिक्षकांशी/पर्यवेक्षकांशी कसा समन्वय साधता? किंती वेळा? ते तुम्हाला डेरायला आले होते का?

9) Did they visit while you were doing some activities (home visits of pregnant and postnatal women, delivery, family planning services, etc.)?
10) How do you find that process of supervision? Anything that you want to change?

11) How is your work generally assessed? Are there any rewards/penalty based on the assessment?

12) Please tell us about the topics you want to get trained/retrained in. (Try to arrive at a list, and involve the group to prioritize the topics)

13) You have given priority to (list of topics) all these topics. Let us take each of the topic and discuss.

IV. BARRIERS AND FACILITATORS TO SERVICES:

1) Which factors facilitate you to accomplish your duties and tasks as an ANM successfully?

ANM महणून तुमच्या जबाबदाया आणि कामे यशस्वीपणे पूर्ण करण्यासाठी कोणत्याअंतर्गत मदत होते?

2) What are the barriers to accomplish your duties and tasks?

तुमच्या जबाबदाया आणि कामे पूर्ण करताना कोणते अडथऱ्यात?

Probe: If ANMs describe health system challenges such as shortage of staff or medical supplies, ask them how have they managed to overcome those challenges? Try to ask them specific case stories/examples rather than general comments or statements.
FOCUS GROUP DISCUSSION GUIDE-SKILLS LAB TRAINED ANMS

I. CHARACTERISTICS OF THE PARTICIPANTS
1) Facilitators need to fill out the FGD log before the start of the FGD.

II. SKILLS LAB TRAINING
1. Can you please share us about skills lab training that you have received? What subjects are taught during this training? (Try to seek as much details as possible)
   तुम्हाला मित्रालेख्या कौशल्य प्रयोगशाखेतील प्रशिक्षणाविषयी आम्हाला सांगू शकाल का? या प्रशिक्षणादरम्यान तुम्हाला कोणते विषय शिकवले जातात? (जास्तीत जास्त तपशील मित्रावायचा प्रयत्न करा).

2. What is your experience so far on skills lab training? (spontaneous responses)

3. तुम्हाला मित्रालेख्या कौशल्य प्रयोगशाखेतील प्रशिक्षणाविषयी एकूणते अनुभव कसा आहे?
   
   **Probe**: Was it different from other trainings you received? If yes, how? (mode of training, trainers, content, assessment, supervision etc.)

4. Do you think this training will make any difference to your routine work once you go back? Can you please explain?
   
   तुम्ही परत मेरीचे काम सुरु कराल तेव्हा या प्रशिक्षणामुळे त्यात काही फरक पडेल, असे तुम्हाला वाटते का?

5. How can such skill lab training be improved?
   
   कौशल्य प्रयोगशाखा प्रशिक्षणात सुधारणा कसी करता येऊ शकते?

6. Please tell us about the topics you want to get trained / retrained in. (Try to arrive at a list, and involve the group to prioritize the topics)
   
   तुम्हाला उष्ण विषयांचे प्रशिक्षण/पुनरूप प्रशिक्षण हवे आहे, ते विषय सांगा. (विषयांची यादी तपास वाचायचा प्रयत्न करा आणि विषयांचे प्राधान्य ठरविण्यासाठी उद्दिष्ट गटात ते सहभागी करून घ्या)
7. You have given priority to (list of topics) all these topics. Let us take each of the topic and discuss.

या सागळ्या विषयांना (यादीतील विषय) तुम्ही प्राधान्य दिले आहे. आता प्रत्येक विषय घेऊन त्यावर चर्चा करूया.

**Probe:** Discuss - why against the probes- no previous training on that subject/ newly emerged subject/ never covered in the syllabus/ difficult to understand/ no demonstration received only theoretical training so far etc.

8. Please tell us about the preferred place and preferred duration of such training.

अशा प्रश्नक्रमातील तुम्हाला कोणते ठिकाण आणि कोणता काळावधी अथवा योग्य वाटतो, हे आम्हाला सांगा.

9. After attending any such training, how would one really understand and measure whether that training was useful and could make any impact on the knowledge, skills that you have and ultimately on the services you deliver?

असे प्रश्नक्रम पूर्ण केल्यावर, ते उपयुक्त होते अथवा नाही आणि तुमच्या ज्ञान आणि कौशल्यावर, तत्सम्बंधी अंतिमत: तुम्ही देत असलेल्या सेवांवर त्याचा कार्य प्रभाव पूर्ण शकते, हे आहाद्याला कसे समजून आणि त्याच्या मोजमाप कसे करता येईल?

**Probe:** What are your ideas/ what can be the strategies? Who would implement these ideas/ strategies? How (details for implementation of the specifically mentioned strategy)? (For seeking their views about after training monitoring, supervision and evaluation)

- Ask if they would like to add further comments
- Bring the meeting to a close by summarizing the main points
- Do not forget to say thank you to the participants for their time and active participation.
FOCUS GROUP DISCUSSION GUIDE-COMMUNITY MEMBERS

I. CHARACTERISTICS OF THE PARTICIPANTS
Facilitators need to fill out the FGD log before the start of the FGD.

II. AVAILABILITY AND ACCEPTABILITY OF ANM:
1. We would really like to know about ANMs in your area – specifically we are interested in what works well with them and what works less well. To start with, can you describe any challenges or barriers that prevent people in your village from approaching an ANM?

 Prompt if not mentioned – availability of ANM, accessibility, availability of equipment and supplies, commodities, linkage with health centres, financial constraints

2. What are your recommendations for overcoming these barriers?

3. Where or from whom do people in the community tend to seek information on health, nutrition, hygiene? (e.g. health centre, family, friends, ANM, radio, etc.)

4. To what extent do people in the village seek advice or information from ANMs?

5. What sort of advice or information do people tend to ask from an ANM?

6. We are interested in knowing what the community thinks about the ANMs – can you tell us your views about how acceptable the ANMs is locally? Are they useful to your community? In what aspect?
III. ANM'S KNOWLEDGE, ATTITUDE AND PRACTICES:

1. What do you think about the level of knowledge, and skills of the ANMs providing services to your community? (For instance, ANC, delivery, PNC, family planning, child health, primary health care)

2. In what areas do you think that they need to improve in terms of knowledge and skills to provide quality health services? Why?

3. In which area of services would you like ANMs to improve? Why?

4. How do you find the ANMs' attitude in service provision in your community?

5. In what areas do you think that ANMs should improve? Why?

- Ask if they would like to add further comments
- Bring the meeting to a close by summarizing the main points
- Do not forget to say thank you to the participants for their time and active participation.