

Facility name: _____

UFI: |__|__|__|__|

MODULE 2: HUMAN RESOURCES

Interviewer Name _____

Date (d/m/y): ____ / ____ / ____

INSTRUCTIONS:

→ Direct questions under:

- **Overall staffing situation** to the facility officer in charge or the administrator who works with payroll. If s/he does not know, go to the person in charge of the maternity.
- **24 Hour Availability and Staff Who Provide EmONC Signal Functions and Other Essential Services** to the person in charge of the maternity ward. If s/he does not know who provides services in the operating theater, ask the person in charge of the operating theater at the time of the visit. These questions refer to services provided in this facility.

→ Interviewers should obtain an answer to the first question (“Is this staff member currently working in the facility?”) and work down the page through Questions 2 through 4 for the first category of health worker, and then move on to the next category of health worker. As you begin the second section “**24 hour availability**,” ask only about those professionals who currently work at the facility. Like the first section, the table should be read from top to bottom for each type of health worker. Thus, the answer to the first question will determine which columns will be filled out in all subsequent sections.

→ Include visiting medical personnel who are accredited and professional staff (but not medical, midwifery or nursing students).

If the facility has had no deliveries in the past 12 months (see the answer to Question 1 of Module 1), only complete Questions 1–4 of this module, then proceed to Module 3: Essential Drugs, Equipment and Supplies.

Comments:

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Section 1. Overall Staffing

No	Item	Obstetrician/ Gynecologist	Pediatrician	General Practitioner	General Surgeon	Medical Assistant	Midwife	Clinical Nurse	Health Assistants (enrolled nurse)	Community Health Officer/Nurse	Public Health Nurse	Pharmacist/ Pharmacy Tech.	Anesthesiologist	Nurse Anesthetist	Lab Technician/ Lab Technologist
1	How many are currently working in this facility? <i>(write number)</i>														
2	How many funded positions does this facility have for this type of staff? <i>(write number)</i>														
3	How many left this facility in the last 12 months? <i>(write number)</i>														
4	How many were posted at this facility in the last 12 months? <i>(write number)</i>														

On following pages, begin by circling or marking each category of health worker that currently works in this facility. This should help you remember **to only ask questions** about professionals who are currently working in this facility.

Section 2. 24 Hour Availability

Direct these questions to the person in charge of the maternity ward. “On duty” means that there is at least one staff member in this category who is physically present in the facility or nearby and “on call” means that the worker can be contacted but is not physically present in the facility. **Is this worker on duty, on call, or not available (NA)?**

o n	Item	Obstetrician/ Gynecologist	Pediatrician	General Practitioner	General Surgeon	Medical Assistant	Midwife	Clinical Nurse	Health Assistant (enrolled nurses)	Community Health Officer/Nurse	Public Health Nurse	Pharmacist/ Pharmacy Tech.	Anesthesiologist	Nurse Anesthetist	Lab Technician/ Lab Technologist
5	Monday-Friday during the day?	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA.....0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA 0	On duty . 1 On call. 2 NA.....0	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA 0	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA.....0	On duty..1 On call.. 2 NA0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA 0
6	Monday-Friday at night?	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA.....0	On duty. 1 On call. 2 NA0	On duty. 1 On call. 2 NA 0	On duty . 1 On call. 2 NA.....0	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA 0	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA.....0	On duty..1 On call.. 2 NA0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA 0
7	Saturday and Sunday during the day?	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA..... 0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA 0	On duty . 1 On call. 2 NA.....0	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA 0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA0	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA.....0	On duty..1 On call.. 2 NA 0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA 0
8	Saturday and Sunday at night?	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA..... 0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA 0	On duty . 1 On call. 2 NA.....0	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA 0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA 0	On duty . 1 On call.. 2 NA.....0	On duty . 1 On call.. 2 NA.....0	On duty..1 On call.. 2 NA 0	On duty. 1 On call. 2 NA 0	On duty. 1 On call. 2 NA 0

Section 3. EmOC Signal Functions and Other Essential Services

Does this cadre of staff provide the following service?

No	Signal Functions/ Essential Services	Obstetrician/ Gynecologist	Pediatrician	General Practitioner	General Surgeon	Medical Assistant	Midwife	Clinical Nurse	Health Assistants (enrolled nurse)	Community Health Officer/ Nurse	Public Health Nurse	Pharmacist/ Pharmacy Tech.	Anesthesiologist	Nurse Anesthetist
Signal Functions														
9	Administer parenteral antibiotics	Yes..... 1 No..... 0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes 1 No 0	Yes 1 No..... 0	Yes..... 1 No0	Yes 1 No..... 0	Yes1 No.....0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes..... 1 No0
10	Administer uterotonic drugs – parenteral oxytocics	Yes..... 1 No..... 0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes 1 No 0	Yes 1 No..... 0	Yes..... 1 No0	Yes 1 No..... 0	Yes1 No.....0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes..... 1 No0
11	Administer parenteral anticonvulsants	Yes..... 1 No..... 0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes 1 No 0	Yes 1 No..... 0	Yes..... 1 No0	Yes 1 No..... 0	Yes1 No.....0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes..... 1 No0
12	Perform manual removal of placenta	Yes..... 1 No..... 0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes 1 No 0	Yes 1 No..... 0	Yes..... 1 No0	Yes 1 No..... 0	Yes1 No.....0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes..... 1 No0
13	Perform manual vacuum aspiration (MVA) or electric aspiration	Yes..... 1 No..... 0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes 1 No 0	Yes 1 No..... 0	Yes..... 1 No0	Yes 1 No..... 0	Yes1 No.....0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes..... 1 No0
14	Perform dilatation and curettage (D&C)	Yes..... 1 No..... 0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes 1 No 0	Yes 1 No..... 0	Yes..... 1 No0	Yes 1 No..... 0	Yes1 No.....0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes..... 1 No0
15	Perform dilatation and evacuation (D&E)	Yes..... 1 No..... 0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes 1 No 0	Yes 1 No..... 0	Yes..... 1 No0	Yes 1 No..... 0	Yes1 No.....0	Yes.....1 No.....0	Yes 1 No..... 0	Yes.....1 No0	Yes..... 1 No0

No	Signal Functions/ Essential Services	Obstetrician/ Gynecologist	Pediatrician	General Practitioner	General Surgeon	Medical Assistant	Midwife	Clinical Nurse	Health Assistants (enrolled nurse)	Community Health Officer/ Nurse	Public Health Nurse	Pharmacist/ Pharmacy Tech.	Anesthesiologist	Nurse Anesthetist
16	Perform medical abortion	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0
17	Perform vacuum extraction	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0
18	Perform forceps delivery	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0
19	Resuscitate newborn with bag and mask	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0
20	Perform blood transfusion for mother	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0
21	Perform blood transfusion for newborn	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0
22	Perform obstetric surgery (e.g., cesarean delivery)	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0	Yes..... 1 No..... 0

No.	Signal Functions/ Essential Services	Obstetrician/ Gynecologist	Pediatrician	General Practitioner	General Surgeon	Medical Assistant	Midwife	Clinical Nurse	Health Assistants (enrolled nurse)	Community Health Officer/ Nurse	Public Health Nurse	Pharmacist/ Pharmacy Tech.	Anesthesiologist	Nurse Anesthetist
Other Essential Services														
23	Attend normal delivery	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
24	Administer uterotonic drugs sublingually, rectally, or vaginally	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
25	Provide general anesthesia	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
26	Provide regional/spinal/epidural anesthesia	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
27	Perform breech delivery	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
28	Repair simple obstetric fistula	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
29	Fill out and use the partograph	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0

No.	Signal Functions/ Essential Services	Obstetrician/ Gynecologist	Pediatrician	General Practitioner	General Surgeon	Medical Assistant	Midwife	Clinical Nurse	Health Assistants (enrolled nurse)	Community Health Officer/ Nurse	Public Health Nurse	Pharmacist/ Pharmacy Tech.	Anesthesiologist	Nurse Anesthetist
30	Provide immediate newborn care	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
31	Provide focused antenatal care	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
32	Provide family planning counseling	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
33	Provide temporary FP methods (pills, condoms, injectables, implants, and IUDs)	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
34	Provide permanent surgical family planning methods	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0
35	Provide PMTCT Services	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0	Yes 1 No 0

36	During the conversations, did it become clear to you that some staff scheduled to work were habitually absent? (<i>Observation by data collector only, do not ask out loud</i>)	Yes 1 No 0
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