

Interview Guide

Key informant interview with District Health Officer

CMWs skills competency
<p>1. What services are provided at primary facilities with maternal and newborn services and who provides the care?</p> <p><i>Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs</i></p>
<p>2. Are midwives involved in the provision of services? And at what level of care?</p> <p><i>Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs, levels of care</i></p>
Supportive supervision
<p>3. What are the factors that facilitate midwifery services in the district? Does your office provide any support to midwives to practice in the district?</p> <p><i>Probes: Cultural context, social context, transport, language</i></p>
<p>4. In your view what are important barriers to maternal and newborn health services in the district?</p> <p><i>Probes: lack of information, inadequate staffing, sociocultural barriers, cultural context, social context, transport, language</i></p>
<p>5. What is the process of training and deployment of midwives in the district? Does your office have any role in deploying CMWS after the training is completed?</p> <p><i>Probes: how midwives are trained, who deploy, how many leaders are involved in the process?</i></p>

6. What support is provided to midwives from government sector?

Probes: supervision, training, deployment

Key informant interview with Principal, School of midwifery

CMWs skills competency

1. What courses are covered in midwifery education?

Probes: practical and theory work, courses and curriculum

2. Where and how midwives are trained for clinical practice? Are these opportunities sufficient to start independent practice?

Probes: supervised deliveries, newborn assessments, antenatal checkups

3. What is the educational background of midwifery teachers?

Probes: midwives, nurses, geographical location, practical work

4. What assessment criterion is followed to provide certification?

Probes: theory exams, clinical exams, grading criteria

5. What measures are followed for students who do not successfully pass their exams?

Probes: re-sit exams, repetition of annual term

6. Do you have any appreciation reward for high scoring students? If yes, what is it?

Probes: financial rewards, certificates, material rewards, jobs allotment

Supportive supervision

7. What is the admission criteria and process of enrollment for midwifery certification?

Probes: admissions, qualification, enrollment forms, quota system, admission test

8. In your opinion, time required for training midwives is appropriate taking in consideration theory and practical knowledge?

Probes: theory knowledge and practicums

9. What is the involvement of stakeholders in training of midwives and who do you report?

Probes: reporting to stakeholders at district level and national level

10. What is the fee structure for midwifery certification?

Probes: fee charged, semesters and term system, annual system

Key informant interview with President, Midwifery Association of Pakistan

Supportive supervision

1. What are the major health issues related to maternal and newborn health in Pakistan?

Probes: maternal and newborn mortality, access to antenatal and delivery services, postpartum complication, complication related to abortions and deliveries

2. What is the objective of Midwifery Association of Pakistan?

Probes: career development, trainings, quality of curriculum

3. What support Pakistan Nursing Council and Government provide to midwives in trainings, deployment, building linkages with communities, other health care providers, for referrals?

Probes: financial incentives, trainings, curriculum, career development

4. In your opinion, what motivates midwives to choose midwifery as their profession?

Probes: money, interaction with women as their clients, social and cultural preferences

5. What are the challenges to midwives for delivery of services?

Probes: finance, community support, social and cultural barriers, respect of job, dignity of profession

CMWs skills competency

6. What is the importance of CMWs in provision of maternal and newborn services?

Probes: maternal and newborn services, easy community access, home visits

7. Are midwives involved in the provision of maternal and newborn services? And at what level of care?

Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs, levels of care

8. What is the quality of pre-service training of midwives?

Probes: hands-on clinical practice, clinical and public health knowledge

Key informant interview with Coordinator, Maternal and Neonatal Child Health Program

CMWs skills competency

1. What services are provided at primary facilities with maternal and newborn services and who provides the care?

Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs

2. Are midwives involved in the provision of services? And at what level of care?

Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs, levels of care

Supportive supervision

3. What are the factors that facilitate midwifery services in the district? Does your office provide any support to midwives to practice?

Probes: Cultural context, social context, transport, language

4. In your view what are important barriers to maternal and newborn health services?

Probes: lack of information, inadequate staffing, sociocultural barriers, cultural context, social context, transport, language

5. What is the process of training and deployment of midwives? Does your office have any role in deploying CMWS after the training is completed?

Probes: how midwives are trained, who deploy, how many leaders are involved in the process?

6. What support is provided to midwives from government sector?

Probes: supervision, training, deployment

Key informant interview with Director, General Nursing and Midwifery

Supportive supervision

9. What are the major health issues related to maternal and newborn health in Pakistan?

Probes: maternal and newborn mortality, access to antenatal and delivery services, postpartum complication, complication related to abortions and deliveries

10. What support Pakistan Nursing Council and Government provide to midwives in trainings, deployment, building linkages with communities, other health care providers, for referrals?

<i>Probes: financial incentives, trainings, curriculum, career development</i>
<p>11. In your opinion, what motivates midwives to choose midwifery as their profession?</p> <p><i>Probes: money, interaction with women as their clients, social and cultural preferences</i></p>
<p>12. What are the challenges to midwives for delivery of services?</p> <p><i>Probes: finance, community support, social and cultural barriers, respect of job, dignity of profession</i></p>
CMWs skills competency
<p>13. What is the importance of CMWs in provision of maternal and newborn services?</p> <p><i>Probes: maternal and newborn services, easy community access, home visits</i></p>
<p>14. Are midwives involved in the provision of maternal and newborn services? And at what level of care?</p> <p><i>Probes: deliveries, perinatal care, home visits, immunization, growth monitoring provided by CMWs, LHVs, levels of care</i></p>
<p>15. What is the quality of pre-service training of midwives?</p> <p><i>Probes: hands-on clinical practice, clinical and public health knowledge</i></p>

In-depth Interviews with midwifery school students

Demographic data	
1.	Age

2.	Qualification	
3.	Marital status	

General questions
<p>1. Why do you want to become a midwife?</p> <p><i>Probes: self-choice, only option, parental pressure</i></p>
<p>2. What are your views about significance of midwifery profession?</p> <p><i>Probes: views about scope, earning, respect and dignity</i></p>
<p>3. What advice would you give to people considering midwifery as a career?</p> <p><i>Probes: preferences about midwifery as a profession and why?</i></p>
CMWs skills competency
<p>4. How do you find curriculum and training of your program?</p> <p><i>Probes: clinical and practical work, theory knowledge, hands on practice, quality of teachers</i></p>
<p>5. What services can you provide after training?</p> <p><i>Probes: knowledge about services of midwives</i></p>
<p>6. What opportunities are provided to you to experience midwifery skills?</p> <p><i>Probes: competence to practice skills, confidence to perform deliveries, perinatal assessments</i></p>
<p>7. What are your views about course plans and assessment criteria?</p> <p><i>Probes: theory and practical together, assessments related to theory and practical work</i></p>
<p>8. Where will you work after your training is completed?</p> <p><i>Probes: community centers, hospitals, maternity centers</i></p>
Supportive supervision

9. How do you find support to practice clinical skills?

Probes: support of instructors, support of community, support of in-service midwives

10. In your opinion what are some reasons that lead midwives to discontinue their profession?

What other jobs they are seeking for?

Probes: social and cultural barriers, competence, money, community support, stakeholders support

11. What are facilitating factors for CMWs who have well-established setups in district communities?

Probes: community trust, competency of skills, stakeholders support, money

In depth Interviews– working group

Demographic data		
1.	Age	
2.	Type of midwifery qualification	
3.	Highest education level	
4.	Year of qualification	
5.	Employment status	
6.	Years of experience	

7.	Marital status	
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CMWs skills competency
<p>1. What is your current role in the facility?</p> <p><i>Probes: services, teamwork, duties</i></p>
<p>2. What is your opinion about your pre-service midwifery training for provision of maternal and newborn services?</p> <p><i>Probes: knowledge about maternal and newborn services, competence of clinical practice</i></p>
<p>3. What services do you provide to community women without supervision?</p> <p><i>Probes: counseling, education, deliveries, antenatal care, detection of high risk cases, newborn assessments, referral services</i></p>
Supportive supervision
<p>4. What support is provided by government to you?</p> <p><i>Probes: supervision, follow-up of the services, finance, setup of clinics</i></p>
<p>5. For how long have you been working as CMWs?</p> <p><i>Probes: money, community approach, support from government and private sector, respect</i></p>
<p>6. What are the challenges you have faced? What were the facilitator factors which helped you in continuing your work as CMW?</p> <p><i>Probes: money, community approach, support from government and private sector, respect</i></p>
<p>7. Have you considered leaving your job? If so, why? What factors contributed to your decision to leave the job?</p> <p><i>Probes: security, gender issues, personal issues, social and cultural issues</i></p>

<p>8. What advice would you give to people considering midwifery as a career?</p> <p><i>Probes: preferences about midwifery as a profession and why?</i></p>
<p>9. What are your views about midwives who are not performing their role for maternal and newborn services?</p> <p><i>Probes: involved in other activities, social, cultural and workplace issues</i></p>
<p>10. What are your opinions about availability and accessibility of midwives for maternal and newborn services in your district?</p> <p><i>Probes: role of midwives, midwives for maternal and newborn services</i></p>

In depth Interviews - Non working group

<p>Supportive supervision</p>
<p>1. What support is provided by government and stakeholders to midwives of your district?</p> <p><i>Probes: supervision, follow-up of the services, finance, setup of clinics</i></p>
<p>2. What are the challenges to midwives for delivery of services?</p> <p><i>Probes: finance, community support, social and cultural barriers, respect of job, dignity of profession</i></p>
<p>3. What support was provided to you when you were in your job?</p> <p><i>Probes: finance, community support, support by stakeholders</i></p>
<p>CMWs skills competency</p>
<p>11. What is your opinion about your pre-service midwifery training for provision of maternal and newborn services?</p> <p><i>Probes: knowledge about maternal and newborn services, competence of clinical practice</i></p>

IDI with community women

Demographic data		
1.	Age	
2.	Education	
3.	Marital status	
4.	Number of children	
5.	Available nearby facilities	

Supportive supervision
1. What are your views about accessibility for midwifery services? <i>Probes: transport, time, location</i>
CMWs skills competency
2. What are your views about knowledge of midwives for maternal health? <i>Probes: knowledge about high risk pregnancies, complications, newborn care</i>