



Zomba District -31 health centres in 7 areas  
N = 632 HSAs

Health centres selected in consultation with MOH  
Selected based on size and distance from main hospital, and exemplar sites demonstrating strengths and exemplar sites demonstrating challenges in performance

17 health centres purposively selected from 7 areas

For Focus Group Discussions (FGD)

Largest health centre in each area plus city clinic =  
8 health centres total

64 HSAs selected using random number generation; Invited to participate by DEHO  
  
33 HSAs randomly selected were available + 22 additional HSAs conveniently selected on study day.

Participated in FGD  
  
N= 55 HSAs

For 3-day observation

3 HSAs chosen using random number generation and invited by DEHO  
  
2 HSAs randomly selected were available + 1 additional HSA conveniently selected on study day

Participated in 3-day observation  
  
N=3 HSAs  
  
(NB: 2 of these HSAs also in FGD)

For 5-day work diaries

5 HSAs chosen using random number generation and invited by DEHO  
  
1 HSA randomly selected available + 4 additional HSAs conveniently selected on study day

Completed 5-day work diary  
  
N= 5 HSAs  
  
(NB: 1 of these HSAs also in FGD)

For individual interviews

Remaining 9 health centres not selected for FGD

HSA Supervisors available at health centre on study day invited to participate - 1 per area selected  
  
N=7 HSA Supervisors

18 HSAs selected using random number generation and invited to participate by DEHO  
  
8 randomly selected HSAs were available + 7 additional HSAs selected conveniently on study day

Participated in individual HSA interviews  
  
N=15 HSAs

N= 75 HSAs (55% randomly, 45% conveniently)  
N= 7 HSA Supervisors