

Symposium on community-based PHC : 20-22 September 11

Summary of delegates' opinions on recommendations

Of the 189 delegates, just under three quarters responded to the recommendations.

1.1a	HBC work should remain an NPO/NGO competency, including employment, training, monitoring and supervision.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	34	25.0%	13	9.6%	16	11.8%	4	2.9%	3	2.2%	16	11.8%	86	63.2%
Disagree	11	8.1%	10	7.4%	12	8.8%	3	2.2%	2	1.5%	2	1.5%	40	29.4%
Don't know	4	2.9%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	0	0.0%	5	3.7%
No response	2	1.5%	1	0.7%	1	0.7%	0	0.0%	1	0.7%	0	0.0%	5	3.7%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.1b	The conditions of employment for HBCs to be the same as for CHWs.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	45	33.1%	17	12.5%	23	16.9%	6	4.4%	6	4.4%	16	11.8%	113	83.1%
Disagree	3	2.2%	4	2.9%	5	3.7%	0	0.0%	0	0.0%	0	0.0%	12	8.8%
Don't know	1	0.7%	2	1.5%	0	0.0%	1	0.7%	1	0.7%	1	0.7%	6	4.4%
No response	2	1.5%	1	0.7%	1	0.7%	0	0.0%	0	0.0%	1	0.7%	5	3.7%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.2a	HBC workers to form part of the PHC team and they should be employed by government.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	30	22.1%	16	11.8%	12	8.8%	5	3.7%	2	1.5%	11	8.1%	76	55.9%
Disagree	13	9.6%	8	5.9%	15	11.0%	2	1.5%	2	1.5%	4	2.9%	44	32.4%
Don't know	5	3.7%	0	0.0%	0	0.0%	0	0.0%	2	1.5%	0	0.0%	7	5.1%
No response	3	2.2%	0	0.0%	2	1.5%	0	0.0%	1	0.7%	3	2.2%	9	6.6%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.2b	Government should outsource to NGOs various support services like monitoring and evaluation, data collection, debriefing, training and advocacy, in relation to both HBCs and CHWs.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	45	33.1%	20	14.7%	20	14.7%	7	5.1%	4	2.9%	13	9.6%	109	80.1%
Disagree	5	3.7%	4	2.9%	7	5.1%	0	0.0%	2	1.5%	3	2.2%	21	15.4%
Don't know	1	0.7%	0	0.0%	1	0.7%	0	0.0%	1	0.7%	1	0.7%	4	2.9%
No response	0	0.0%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	1	0.7%	2	1.5%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.3a	Expansion of scope of work: over time, CHWs and HBCs are empowered to diagnose and provide treatment for pneumonia and are able to treat minor illnesses (there may be a need to adapt legal frameworks to allow for this).													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	42	30.9%	16	11.8%	12	8.8%	4	2.9%	5	3.7%	15	11.0%	94	69.1%
Disagree	7	5.1%	8	5.9%	15	11.0%	2	1.5%	1	0.7%	3	2.2%	36	26.5%
Don't know	2	1.5%	0	0.0%	2	1.5%	1	0.7%	0	0.0%	0	0.0%	5	3.7%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	0	0.0%	1	0.7%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.3b	Expansion of scope of work: mental health and contraception to be included													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	36	26.5%	20	14.7%	25	18.4%	5	3.7%	5	3.7%	15	11.0%	106	77.9%
Disagree	5	3.7%	4	2.9%	2	1.5%	2	1.5%	1	0.7%	2	1.5%	16	11.8%
Don't know	7	5.1%	0	0.0%	1	0.7%	0	0.0%	1	0.7%	0	0.0%	9	6.6%
No response	3	2.2%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	1	0.7%	5	3.7%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.3c	Expansion of scope of work: CHWs and HBCs should be seen as front line HIV prevention workers													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	45	33.1%	24	17.6%	26	19.1%	7	5.1%	6	4.4%	17	12.5%	125	91.9%
Disagree	3	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	4	2.9%
Don't know	2	1.5%	0	0.0%	2	1.5%	0	0.0%	0	0.0%	0	0.0%	4	2.9%
No response	1	0.7%	0	0.0%	1	0.7%	0	0.0%	1	0.7%	0	0.0%	3	2.2%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.4	The same basic training, which should comply with national standards, should be provided to HBCs and CHWs													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	47	34.6%	24	17.6%	27	19.9%	7	5.1%	7	5.1%	17	12.5%	129	94.9%
Disagree	1	0.7%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
Don't know	3	2.2%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	1	0.7%	5	3.7%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.5	The relationship between the roles of HBC workers and CHWs should be flexible so that, where necessary, these roles can be performed by one person (e.g. in rural areas where there are large distances and low population density.)													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	47	34.6%	20	14.7%	26	19.1%	7	5.1%	6	4.4%	18	13.2%	124	91.2%
Disagree	4	2.9%	4	2.9%	2	1.5%	0	0.0%	1	0.7%	0	0.0%	11	8.1%
Don't know	0	0.0%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	1	0.7%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.6	CHW supervisors should be appointed for routine day-to-day supervision including M& E, relationship with community etc, and professional nurses should be responsible for clinical supervision.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	47	34.6%	19	14.0%	25	18.4%	6	4.4%	6	4.4%	15	11.0%	118	86.8%
Disagree	1	0.7%	2	1.5%	4	2.9%	0	0.0%	0	0.0%	3	2.2%	10	7.4%
Don't know	2	1.5%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	0	0.0%	3	2.2%
No response	1	0.7%	3	2.2%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	5	3.7%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.7	A clear referral system from facilities to CHW and HBC workers and vice versa must be established, including for loss to follow-up.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	50	36.8%	22	16.2%	28	20.6%	6	4.4%	7	5.1%	18	13.2%	131	96.3%
Disagree	0	0.0%	1	0.7%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
Don't know	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
No response	1	0.7%	1	0.7%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	3	2.2%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.8	There needs to be adequate communication to secure buy-in and support for the PHC Outreach programme.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	48	35.3%	22	16.2%	28	20.6%	6	4.4%	7	5.1%	18	13.2%	129	94.9%
Disagree	0	0.0%	1	0.7%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
Don't know	1	0.7%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
No response	2	1.5%	0	0.0%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	3	2.2%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.9	Adequate steps to be taken to address security needs of CHWs.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	50	36.8%	21	15.4%	28	20.6%	6	4.4%	6	4.4%	17	12.5%	128	94.1%
Disagree	0	0.0%	2	1.5%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	3	2.2%
Don't know	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	1	0.7%	2	1.5%
No response	1	0.7%	1	0.7%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	3	2.2%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.10	District and sub-district health councils and clinical and hospital committees as outlined in the National Health Act, need to function as lines of accountability for PHC Teams.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	44	32.4%	21	15.4%	26	19.1%	4	2.9%	6	4.4%	15	11.0%	116	85.3%
Disagree	0	0.0%	1	0.7%	3	2.2%	0	0.0%	0	0.0%	1	0.7%	5	3.7%
Don't know	6	4.4%	0	0.0%	0	0.0%	2	1.5%	1	0.7%	2	1.5%	11	8.1%
No response	1	0.7%	2	1.5%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	4	2.9%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

1.11	Following the establishment of qualifications, steps to be taken to form a statutory body for CHWs and HBC workers which regulates ethical and professional standards and the licence to practice.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	46	33.8%	21	15.4%	26	19.1%	5	3.7%	7	5.1%	16	11.8%	121	89.0%
Disagree	2	1.5%	1	0.7%	2	1.5%	0	0.0%	0	0.0%	1	0.7%	6	4.4%
Don't know	2	1.5%	0	0.0%	1	0.7%	1	0.7%	0	0.0%	0	0.0%	4	2.9%
No response	1	0.7%	2	1.5%	0	0.0%	1	0.7%	0	0.0%	1	0.7%	5	3.7%
Total	51	37.5%	24	17.6%	29	21.3%	7	5.1%	7	5.1%	18	13.2%	136	100.0%

2.1	Government should employ all CHWs and HBCs.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	29	21.2%	17	12.4%	16	11.7%	4	2.9%	3	2.2%	6	4.4%	75	54.7%
Disagree	23	16.8%	8	5.8%	14	10.2%	4	2.9%	4	2.9%	1	0.7%	54	39.4%
Don't know	2	1.5%	0	0.0%	2	1.5%	0	0.0%	1	0.7%	1	0.7%	6	4.4%
No response	1	0.7%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
Total	55	40.1%	25	18.2%	33	24.1%	8	5.8%	8	5.8%	8	5.8%	137	100.0%

2.2	The state employment of all CHWs and HBCs should be progressively realized, as funds allow.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	39	28.5%	20	14.6%	27	19.7%	8	5.8%	7	5.1%	8	5.8%	109	79.6%
Disagree	9	6.6%	3	2.2%	4	2.9%	0	0.0%	1	0.7%	0	0.0%	17	12.4%
Don't know	6	4.4%	2	1.5%	2	1.5%	0	0.0%	0	0.0%	0	0.0%	10	7.3%
No response	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%
Total	55	40.1%	25	18.2%	33	24.1%	8	5.8%	8	5.8%	8	5.8%	137	100.0%

2.3	There should be a minimum wage and benefits determined in terms of the job specifications for CHWs and HBCs.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	54	39.4%	24	17.5%	32	23.4%	8	5.8%	8	5.8%	8	5.8%	134	97.8%
Disagree	0	0.0%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	1	0.7%
Don't know	1	0.7%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	55	40.1%	25	18.2%	33	24.1%	8	5.8%	8	5.8%	8	5.8%	137	100.0%

2.4	The wellness programmes of government should be made available to all CHWs and HBCs in their employ.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	55	40.1%	23	16.8%	30	21.9%	8	5.8%	8	5.8%	8	5.8%	132	96.4%
Disagree	0	0.0%	2	1.5%	3	2.2%	0	0.0%	0	0.0%	0	0.0%	5	3.6%
Don't know	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	55	40.1%	25	18.2%	33	24.1%	8	5.8%	8	5.8%	8	5.8%	137	100.0%

2.5	NPOs should have specialist functions recognised and used by government with respect to CHWs and HBCs.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	52	38.0%	21	15.3%	30	21.9%	8	5.8%	8	5.8%	7	5.1%	126	92.0%
Disagree	1	0.7%	4	2.9%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	6	4.4%
Don't know	1	0.7%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
No response	1	0.7%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	1	0.7%	3	2.2%
Total	55	40.1%	25	18.2%	33	24.1%	8	5.8%	8	5.8%	8	5.8%	137	100.0%

2.6	CHWs and HBCs should be professionally recognised, and a professional qualification be developed.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	51	37.2%	24	17.5%	29	21.2%	8	5.8%	7	5.1%	8	5.8%	127	92.7%
Disagree	3	2.2%	1	0.7%	4	2.9%	0	0.0%	1	0.7%	0	0.0%	9	6.6%
Don't know	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	55	40.1%	25	18.2%	33	24.1%	8	5.8%	8	5.8%	8	5.8%	137	100.0%

2.7	In terms of qualification and recognition of CHWs and HBCs, the support that can be given to them by other sectors within the profession should be assessed.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	50	36.5%	25	18.2%	31	22.6%	7	5.1%	7	5.1%	7	5.1%	127	92.7%
Disagree	0	0.0%	0	0.0%	2	1.5%	1	0.7%	0	0.0%	0	0.0%	3	2.2%
Don't know	5	3.6%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	0	0.0%	6	4.4%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	1	0.7%
Total	55	40.1%	25	18.2%	33	24.1%	8	5.8%	8	5.8%	8	5.8%	137	100.0%

2.8a	The formation of a professional association for CHWs and HBCs should be considered.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	49	35.8%	19	13.9%	30	21.9%	7	5.1%	6	4.4%	7	5.1%	118	86.1%
Disagree	2	1.5%	5	3.6%	3	2.2%	1	0.7%	1	0.7%	1	0.7%	13	9.5%
Don't know	4	2.9%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	3.6%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	0	0.0%	1	0.7%
Total	55	40.1%	25	18.2%	33	24.1%	8	5.8%	8	5.8%	8	5.8%	137	100.0%

2.8b	The professional association could be an additional part of an existing association.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	30	21.7%	18	13.0%	24	17.4%	6	4.3%	6	4.3%	6	4.3%	90	65.2%
Disagree	9	6.5%	5	3.6%	5	3.6%	1	0.7%	1	0.7%	1	0.7%	22	15.9%
Don't know	14	10.1%	2	1.4%	3	2.2%	2	1.4%	1	0.7%	1	0.7%	23	16.7%
No response	2	1.4%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	3	2.2%
Total	55	39.9%	25	18.1%	33	23.9%	9	6.5%	8	5.8%	8	5.8%	138	100.0%

3.1	The recruitment of the CHWs will be the responsibility of the organisation (state or NPO) responsible for managing them.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	50	36.8%	21	15.4%	24	17.6%	6	4.4%	5	3.7%	13	9.6%	119	87.5%
Disagree	3	2.2%	2	1.5%	3	2.2%	1	0.7%	0	0.0%	2	1.5%	11	8.1%
Don't know	2	1.5%	2	1.5%	0	0.0%	0	0.0%	1	0.7%	0	0.0%	5	3.7%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	0	0.0%	1	0.7%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.2	Recruitment and selection mechanisms to be transparent - which include community participation and accountability.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	53	39.0%	22	16.2%	24	17.6%	5	3.7%	6	4.4%	12	8.8%	122	89.7%
Disagree	2	1.5%	3	2.2%	2	1.5%	1	0.7%	1	0.7%	0	0.0%	9	6.6%
Don't know	0	0.0%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	3	2.2%	4	2.9%
No response	0	0.0%	0	0.0%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	1	0.7%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.3	Initially, all CHWs should be recruited from the existing cadre of care workers.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	49	36.0%	22	16.2%	25	18.4%	7	5.1%	7	5.1%	15	11.0%	125	91.9%
Disagree	5	3.7%	1	0.7%	2	1.5%	0	0.0%	0	0.0%	0	0.0%	8	5.9%
Don't know	1	0.7%	2	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	2.2%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.4	The country still requires HBCs and some of the current cadre will continue to do this work. CHWs and HBCs should be paid equally.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	48	35.3%	23	16.9%	22	16.2%	6	4.4%	6	4.4%	12	8.8%	117	86.0%
Disagree	3	2.2%	2	1.5%	4	2.9%	1	0.7%	0	0.0%	2	1.5%	12	8.8%
Don't know	3	2.2%	0	0.0%	1	0.7%	0	0.0%	1	0.7%	1	0.7%	6	4.4%
No response	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.5	Men should be actively recruited as CHWs and HBCs – despite not being part of the existing cadre.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	49	36.0%	25	18.4%	24	17.6%	6	4.4%	7	5.1%	12	8.8%	123	90.4%
Disagree	2	1.5%	0	0.0%	3	2.2%	1	0.7%	0	0.0%	1	0.7%	7	5.1%
Don't know	3	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	4	2.9%
No response	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%	2	1.5%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.6a	Matric is not a requirement for being employed as a HBC, CHW or supervisor although they should have some level of formal schooling (Grade 10/Std 8). Rather everyone to undergo a literacy and numeracy skills test.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	49	36.0%	24	17.6%	24	17.6%	7	5.1%	6	4.4%	11	8.1%	121	89.0%
Disagree	3	2.2%	1	0.7%	2	1.5%	0	0.0%	1	0.7%	2	1.5%	9	6.6%
Don't know	3	2.2%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	2	1.5%	6	4.4%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.6b	Experience in some form of community care work to be an important recommendation when selecting CHWs and HBCs – as well as maturity (rather than just age).													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	51	37.5%	23	16.9%	26	19.1%	7	5.1%	7	5.1%	14	10.3%	128	94.1%
Disagree	0	0.0%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	1	0.7%	2	1.5%
Don't know	1	0.7%	2	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	2.2%
No response	3	2.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	2.2%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.7a	National accredited qualifications to be developed for both HBCs and CHWs.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	53	39.0%	23	16.9%	24	17.6%	7	5.1%	4	2.9%	12	8.8%	123	90.4%
Disagree	1	0.7%	0	0.0%	1	0.7%	0	0.0%	1	0.7%	0	0.0%	3	2.2%
Don't know	0	0.0%	2	1.5%	1	0.7%	0	0.0%	1	0.7%	0	0.0%	4	2.9%
No response	1	0.7%	0	0.0%	1	0.7%	0	0.0%	1	0.7%	3	2.2%	6	4.4%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.7b	The process of reviewing existing /developing new qualifications should draw on existing experience, curricula, materials etc of both NPOs and RTCs.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	52	38.2%	23	16.9%	22	16.2%	7	5.1%	7	5.1%	11	8.1%	122	89.7%
Disagree	0	0.0%	1	0.7%	1	0.7%	0	0.0%	0	0.0%	1	0.7%	3	2.2%
Don't know	1	0.7%	1	0.7%	1	0.7%	0	0.0%	0	0.0%	0	0.0%	3	2.2%
No response	2	1.5%	0	0.0%	3	2.2%	0	0.0%	0	0.0%	3	2.2%	8	5.9%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.8a	CHW training to be vocational, and the exit level may not be equivalent to matric.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	39	28.7%	16	11.8%	15	11.0%	7	5.1%	5	3.7%	2	1.5%	84	61.8%
Disagree	6	4.4%	6	4.4%	5	3.7%	0	0.0%	0	0.0%	5	3.7%	22	16.2%
Don't know	7	5.1%	3	2.2%	4	2.9%	0	0.0%	1	0.7%	4	2.9%	19	14.0%
No response	3	2.2%	0	0.0%	3	2.2%	0	0.0%	1	0.7%	4	2.9%	11	8.1%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.8b	If matric remains a criterion for accessing mid-level posts, CHWs without (a good enough) matric to undertake supplementary schooling in additional to vocational training.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	46	33.8%	21	15.4%	24	17.6%	6	4.4%	3	2.2%	10	7.4%	110	80.9%
Disagree	3	2.2%	4	2.9%	0	0.0%	0	0.0%	2	1.5%	2	1.5%	11	8.1%
Don't know	4	2.9%	0	0.0%	2	1.5%	1	0.7%	2	1.5%	0	0.0%	9	6.6%
No response	2	1.5%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	3	2.2%	6	4.4%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.8c	The process of reviewing/ developing qualifications suitable for the roles of the outreach team must include civil society and labour stakeholders.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	49	36.0%	21	15.4%	24	17.6%	5	3.7%	7	5.1%	13	9.6%	119	87.5%
Disagree	2	1.5%	0	0.0%	1	0.7%	2	1.5%	0	0.0%	0	0.0%	5	3.7%
Don't know	0	0.0%	4	2.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	2.9%
No response	4	2.9%	0	0.0%	2	1.5%	0	0.0%	0	0.0%	2	1.5%	8	5.9%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.9a	Although HBCs, CHWs and supervisors will have various levels and types of experience, individual RPL is not recommended. Rather they should all attend the same training as this has a range of benefits which override any repetition - namely the team is trained together, and standard operating procedures and consistent quality standards are conveyed.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	43	31.6%	20	14.7%	20	14.7%	5	3.7%	4	2.9%	7	5.1%	99	72.8%
Disagree	5	3.7%	3	2.2%	3	2.2%	1	0.7%	1	0.7%	4	2.9%	17	12.5%
Don't know	5	3.7%	2	1.5%	1	0.7%	1	0.7%	1	0.7%	1	0.7%	11	8.1%
No response	2	1.5%	0	0.0%	3	2.2%	0	0.0%	1	0.7%	3	2.2%	9	6.6%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.9b	Learners who have previously been assessed for various components of the “new” curriculum, should attend the training but need not be assessed again, however.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	40	29.4%	21	15.4%	18	13.2%	4	2.9%	5	3.7%	8	5.9%	96	70.6%
Disagree	8	5.9%	3	2.2%	6	4.4%	2	1.5%	1	0.7%	3	2.2%	23	16.9%
Don't know	4	2.9%	1	0.7%	2	1.5%	1	0.7%	1	0.7%	1	0.7%	10	7.4%
No response	3	2.2%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	3	2.2%	7	5.1%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.10	Supervisors should attend training with their team of CHWs/HBCs so that they are familiar with content and challenges encountered in the training.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	50	36.8%	25	18.4%	26	19.1%	7	5.1%	7	5.1%	12	8.8%	127	93.4%
Disagree	2	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
Don't know	2	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
No response	1	0.7%	0	0.0%	1	0.7%	0	0.0%	0	0.0%	3	2.2%	5	3.7%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

3.11a	Both the state and NPOs should provide the accredited training.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	51	37.5%	21	15.4%	20	14.7%	6	4.4%	7	5.1%	12	8.8%	117	86.0%
Disagree	2	1.5%	4	2.9%	4	2.9%	1	0.7%	0	0.0%	1	0.7%	12	8.8%
Don't know	1	0.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%
No response	1	0.7%	0	0.0%	3	2.2%	0	0.0%	0	0.0%	2	1.5%	6	4.4%
Total	55	40.4%	25	18.4%	27	19.9%	7	5.1%	7	5.1%	15	11.0%	136	100.0%

4.1	Considering the DHS as originally defined in the Government White Paper of 1997, it is recommended it be redefined more inclusively, incorporating: a) the relevant unit of analysis, namely the sub-district (or ward where applicable) b) increased community and NPO representation c) consideration of the social determinants of health as additional area of responsibility for all stakeholders d) emphasis on collaboration (including intersectoral where relevant)													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	51	39.2%	27	20.8%	25	19.2%	8	6.2%	7	5.4%	5	3.8%	123	94.6%
Disagree	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Don't know	3	2.3%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	4	3.1%
No response	1	0.8%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
Total	55	42.3%	28	21.5%	27	20.8%	8	6.2%	7	5.4%	5	3.8%	130	100.0%

4.2	Considering the role of the NPOs to partner with the state in strengthening health systems, it is recommended that this role within each sub-district/ward be determined in agreement with other partners at local level, customised to fill the gaps in collective plans towards achieving desired health outcomes for communities.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	53	40.8%	27	20.8%	27	20.8%	8	6.2%	7	5.4%	5	3.8%	127	97.7%
Disagree	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Don't know	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
No response	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Total	55	42.3%	28	21.5%	27	20.8%	8	6.2%	7	5.4%	5	3.8%	130	100.0%

4.3 Concerning partnership structures for collaboration, it is recommended that forums be established at local sub-district/ward level, inclusive of representatives from communities, NPOs, government (multisectoral), and elected officials; incorporating a mechanism or agency to hold the forum members accountable for service delivery against an agreed upon health care and broader social development strategy.

	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	53	40.8%	25	19.2%	26	20.0%	8	6.2%	7	5.4%	5	3.8%	124	95.4%
Disagree	0	0.0%	2	1.5%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	3	2.3%
Don't know	1	0.8%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
No response	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Total	55	42.3%	28	21.5%	27	20.8%	8	6.2%	7	5.4%	5	3.8%	130	100.0%

4.4 Considering the vital role of the CHWs and HBCs in improving health outcomes in South Africa, it is recommended that these groups consider the establishment of a professional body to facilitate their taking their rightful place alongside other established cadres of health workers.

	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	52	40.0%	27	20.8%	24	18.5%	5	3.8%	7	5.4%	5	3.8%	120	92.3%
Disagree	2	1.5%	1	0.8%	3	2.3%	1	0.8%	0	0.0%	0	0.0%	7	5.4%
Don't know	1	0.8%	0	0.0%	0	0.0%	2	1.5%	0	0.0%	0	0.0%	3	2.3%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	55	42.3%	28	21.5%	27	20.8%	8	6.2%	7	5.4%	5	3.8%	130	100.0%

4.5 Notwithstanding that the NPO presence is most relevant at a local level, it is recommended that an extensive, “grassroots-up” consultative process be undertaken to establish a national NPO body (with a mandate to represent the collective interest of the sector) that has representation at provincial, district and local level; in addition mechanisms and capacity to consult with the sector on all levels must be established.

	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	51	39.2%	28	21.5%	26	20.0%	8	6.2%	6	4.6%	5	3.8%	124	95.4%
Disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Don't know	1	0.8%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
No response	3	2.3%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	4	3.1%
Total	55	42.3%	28	21.5%	27	20.8%	8	6.2%	7	5.4%	5	3.8%	130	100.0%

4.6 In light of the potential success of the primary health care re-engineering plan, it is recommended NPOs and the DoH adopt a proactive approach to embrace the opportunities the mutual collaboration represents, including the necessity for re-positioning of services when necessary, and/or the recognition of their respective contributions to the collective delivery of health care services to the communities.

	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	50	38.5%	27	20.8%	27	20.8%	8	6.2%	7	5.4%	5	3.8%	124	95.4%
Disagree	1	0.8%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.5%
Don't know	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
No response	3	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	2.3%
Total	55	42.3%	28	21.5%	27	20.8%	8	6.2%	7	5.4%	5	3.8%	130	100.0%

4.7	2. Considering the importance of partnerships in compiling and implementing service delivery plans, it is recommended that an extensive audit/mapping process be undertaken at sub-district / ward level to identify: a) NPOs and services provided b) community-based organisations and services offered c) human resource capacity and skill sets within management levels within all organisations involved in service delivery d) gaps in/needs for service delivery where evident, and organisations who may address these gaps/needs													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	40	30.8%	19	14.6%	15	11.5%	7	5.4%	7	5.4%	5	3.8%	93	71.5%
Disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Don't know	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
No response	14	10.8%	9	6.9%	12	9.2%	1	0.8%	0	0.0%	0	0.0%	36	27.7%
Total	55	42.3%	28	21.5%	27	20.8%	8	6.2%	7	5.4%	5	3.8%	130	100.0%

5.1	A national model for PHC must be implemented.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	53	39.8%	29	21.8%	26	19.5%	6	4.5%	8	6.0%	3	2.3%	125	94.0%
Disagree	1	0.8%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	1	0.8%	3	2.3%
Don't know	3	2.3%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	1	0.8%	5	3.8%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	57	42.9%	29	21.8%	27	20.3%	7	5.3%	8	6.0%	5	3.8%	133	100.0%

5.2	While provinces must be given flexibility to implement according to their disparate needs, capacities and their PHC models, conditions of employment and training must be comprehensively standardised.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	4	4.8%	25	30.1%	26	31.3%	7	8.4%	8	9.6%	5	6.0%	75	90.4%
Disagree	0	0.0%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.2%
Don't know	0	0.0%	3	3.6%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	4	4.8%
No response	3	3.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	3.6%
Total	7	8.4%	29	34.9%	27	32.5%	7	8.4%	8	9.6%	5	6.0%	83	100.0%

5.3	Transitional implementation of PHC at the provincial level must be accomplished incrementally while recognizing the immediacy of health rights and needs. The timeframe for implementation provided in Annexure V Road Map of the Toolkit: Ward Based PHC Outreach Teams, Implementation Toolkit should be applied accompanied by increased communication regarding all areas of the steps to be taken.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	47	35.3%	25	18.8%	24	18.0%	6	4.5%	6	4.5%	4	3.0%	112	84.2%
Disagree	2	1.5%	4	3.0%	0	0.0%	1	0.8%	1	0.8%	1	0.8%	9	6.8%
Don't know	8	6.0%	0	0.0%	3	2.3%	0	0.0%	1	0.8%	0	0.0%	12	9.0%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	57	42.9%	29	21.8%	27	20.3%	7	5.3%	8	6.0%	5	3.8%	133	100.0%

5.4	In order to provide accountability for PHC services single ward committees should be created. These committees should be inclusive of all key stakeholders and will appoint a chairperson to liaise with the District and Provincial Health Councils. The Provincial and District Health Councils will thereby oversee PHC implementation at the ward level.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	46	34.6%	27	20.3%	22	16.5%	5	3.8%	8	6.0%	4	3.0%	112	84.2%
Disagree	2	1.5%	2	1.5%	2	1.5%	2	1.5%	0	0.0%	1	0.8%	9	6.8%
Don't know	9	6.8%	0	0.0%	3	2.3%	0	0.0%	0	0.0%	0	0.0%	12	9.0%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	57	42.9%	29	21.8%	27	20.3%	7	5.3%	8	6.0%	5	3.8%	133	100.0%

5.5a	<i>Newly recruited CHWs must have achieved a minimum of Grade 10 (Std 8) education.</i>													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	43	32.3%	23	17.3%	23	17.3%	5	3.8%	6	4.5%	5	3.8%	105	78.9%
Disagree	9	6.8%	3	2.3%	2	1.5%	0	0.0%	2	1.5%	0	0.0%	16	12.0%
Don't know	4	3.0%	3	2.3%	1	0.8%	1	0.8%	0	0.0%	0	0.0%	9	6.8%
No response	1	0.8%	0	0.0%	1	0.8%	1	0.8%	0	0.0%	0	0.0%	3	2.3%
Total	57	42.9%	29	21.8%	27	20.3%	7	5.3%	8	6.0%	5	3.8%	133	100.0%

5.5b	However, CHWs <i>absorbed</i> into the system do not have to have Grade 10 (Std 8) education – but rather must only possess functional literacy and numeracy. They will be provided with the support necessary to up-skill.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	52	39.1%	26	19.5%	19	14.3%	6	4.5%	7	5.3%	4	3.0%	114	85.7%
Disagree	3	2.3%	2	1.5%	7	5.3%	1	0.8%	1	0.8%	0	0.0%	14	10.5%
Don't know	2	1.5%	1	0.8%	1	0.8%	0	0.0%	0	0.0%	1	0.8%	5	3.8%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	57	42.9%	29	21.8%	27	20.3%	7	5.3%	8	6.0%	5	3.8%	133	100.0%

5.6	Supervision of CHWs must be accomplished by a three-tier approach: 1. Clinical governance must be conducted by a facility manager. 2. Clinical support, mentorship and team leadership must be conducted by a professional nurse. 3. Administration and community field supervision may be conducted by a senior CHW.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	49	36.8%	25	18.8%	25	18.8%	7	5.3%	8	6.0%	5	3.8%	119	89.5%
Disagree	2	1.5%	2	1.5%	2	1.5%	0	0.0%	0	0.0%	0	0.0%	6	4.5%
Don't know	5	3.8%	2	1.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	5.3%
No response	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Total	57	42.9%	29	21.8%	27	20.3%	7	5.3%	8	6.0%	5	3.8%	133	100.0%

5.7	Monitoring and evaluation must be accomplished by a national standardized tool that feeds into DHIS.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	53	41.4%	28	21.9%	27	21.1%	6	4.7%	8	6.3%	0	0.0%	122	95.3%
Disagree	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Don't know	2	1.6%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	3	2.3%
No response	2	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.6%
Total	57	44.5%	29	22.7%	27	21.1%	7	5.5%	8	6.3%	0	0.0%	128	100.0%

5.8	Human resource management must feed into current human resource systems (District Health.)													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	51	38.3%	26	19.5%	24	18.0%	5	3.8%	8	6.0%	5	3.8%	119	89.5%
Disagree	2	1.5%	2	1.5%	1	0.8%	1	0.8%	0	0.0%	0	0.0%	6	4.5%
Don't know	2	1.5%	1	0.8%	1	0.8%	1	0.8%	0	0.0%	0	0.0%	5	3.8%
No response	2	1.5%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	3	2.3%
Total	57	42.9%	29	21.8%	27	20.3%	7	5.3%	8	6.0%	5	3.8%	133	100.0%

5.9	NGOs independent of government to form an organization or coalition to represent their interests – drawing existing organizations (such as NACOSA) in order to evaluate and strengthen them.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	51	38.3%	23	17.3%	25	18.8%	6	4.5%	6	4.5%	5	3.8%	116	87.2%
Disagree	3	2.3%	5	3.8%	2	1.5%	1	0.8%	1	0.8%	0	0.0%	12	9.0%
Don't know	2	1.5%	1	0.8%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	4	3.0%
No response	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
Total	57	42.9%	29	21.8%	27	20.3%	7	5.3%	8	6.0%	5	3.8%	133	100.0%

5.10	A council must be formed and registered to regulate the CHW /HBC profession.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	53	39.8%	25	18.8%	21	15.8%	5	3.8%	8	6.0%	5	3.8%	117	88.0%
Disagree	2	1.5%	4	3.0%	3	2.3%	0	0.0%	0	0.0%	0	0.0%	9	6.8%
Don't know	1	0.8%	0	0.0%	3	2.3%	1	0.8%	0	0.0%	0	0.0%	5	3.8%
No response	1	0.8%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	2	1.5%
Total	57	42.9%	29	21.8%	27	20.3%	7	5.3%	8	6.0%	5	3.8%	133	100.0%

6.1	Cover the four burdens of disease in the M&E process and report regularly and frequently: quarterly, annually, mid-term													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	52	40.3%	24	18.6%	20	15.5%	11	8.5%	5	3.9%	11	8.5%	123	95.3%
Disagree	2	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.6%
Don't know	1	0.8%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.6%
No response	0	0.0%	0	0.0%	1	0.8%	0	0.0%	1	0.8%	0	0.0%	2	1.6%
Total	55	42.6%	25	19.4%	21	16.3%	11	8.5%	6	4.7%	11	8.5%	129	100.0%

6.2a	Recommendations at programme/ district/ provincial level: Start the M&E process with situation analysis that provides baseline data. This must include also the social, institutional and environmental.													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	54	45.8%	24	20.3%	21	17.8%	0	0.0%	5	4.2%	11	9.3%	115	97.5%
Disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Don't know	1	0.8%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	1.7%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	1	0.8%
Total	55	46.6%	25	21.2%	21	17.8%	0	0.0%	6	5.1%	11	9.3%	118	100.0%

6.2b	Clearly and realistically define the contribution that CHWs would make to national goals (e.g. TB interruption rate; early bookings for ante natal care). CHW contribution should not be viewed as merely biomedical, but should also reflect the quality of relationships and of work done (e.g. how they interact with households and role players across the referral system).													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	55	46.6%	25	21.2%	21	17.8%	11	9.3%	5	4.2%	10	8.5%	127	107.6%
Disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	10	8.5%
Don't know	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	1	0.8%
Total	55	46.6%	25	21.2%	21	17.8%	11	9.3%	6	5.1%	11	9.3%	118	100.0%

6.2c	Combine different sources of information that would enable a comprehensive picture and an M&E system that would move away from target setting to problem-solving (i.e set key questions that would produce data providing a full picture, measure several indicators allowing triangulation of data, include not only quantitative but also qualitative data, e.g. on behaviour change; perform team analysis of information that look at trends)													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	49	38.0%	22	17.1%	19	14.7%	10	7.8%	5	3.9%	11	8.5%	116	89.9%
Disagree	0	0.0%	1	0.8%	1	0.8%	1	0.8%	0	0.0%	0	0.0%	3	2.3%
Don't know	5	3.9%	2	1.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	5.4%
No response	1	0.8%	0	0.0%	1	0.8%	0	0.0%	1	0.8%	0	0.0%	3	2.3%
Total	55		25	19.4%	21	16.3%	11	8.5%	6	4.7%	11	8.5%	129	100.0%

6.3a	Recommendations at community level: Develop local feedback loops that are responsive to local need and are part of the national M&E framework													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	53	41.1%	23	17.8%	21	16.3%	8	6.2%	5	3.9%	11	8.5%	121	93.8%
Disagree	1	0.8%	0	0.0%	0	0.0%	2	1.6%	0	0.0%	0	0.0%	3	2.3%
Don't know	1	0.8%	2	1.6%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	4	3.1%
No response	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	1	0.8%
Total	55	42.6%	25	19.4%	21	16.3%	11	8.5%	6	4.7%	11	8.5%	129	100.0%

6.3b	Link the M&E process explicitly to a real governance process, also at a local level (e.g. via clinic committees, hospital boards, ward political structures, and other civil society structures and networks)													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	49	38.0%	24	18.6%	19	14.7%	11	8.5%	4	3.1%	11	8.5%	118	91.5%
Disagree	1	0.8%	1	0.8%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	3	2.3%
Don't know	3	2.3%	0	0.0%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	4	3.1%
No response	2	1.6%	0	0.0%	1	0.8%	0	0.0%	1	0.8%	0	0.0%	4	3.1%
Total	55	42.6%	25	19.4%	21	16.3%	11	8.5%	6	4.7%	11	8.5%	129	100.0%

6.3c	Build capacity for data to be captured, verified and utilised at a local level													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	53	41.1%	23	17.8%	18	14.0%	11	8.5%	5	3.9%	11	8.5%	121	93.8%
Disagree	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Don't know	0	0.0%	2	1.6%	2	1.6%	0	0.0%	0	0.0%	0	0.0%	4	3.1%
No response	2	1.6%	0	0.0%	1	0.8%	0	0.0%	1	0.8%	0	0.0%	4	3.1%
Total	55	42.6%	25	19.4%	21	16.3%	11	8.5%	6	4.7%	11	8.5%	129	100.0%

6.3d	While mixed method M&E is beneficial at a local level, move towards electronic inputting of information													
	Civil society		Labour		Government		International orgs		Other		Unspecified		TOTAL	
	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total	n	% of total
Agree	53	41.1%	23	17.8%	20	15.5%	10	7.8%	5	3.9%	11	8.5%	122	94.6%
Disagree	0	0.0%	1	0.8%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	2	1.6%
Don't know	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
No response	2	1.6%	0	0.0%	1	0.8%	0	0.0%	1	0.8%	0	0.0%	4	3.1%
Total	55	42.6%	25	19.4%	21	16.3%	11	8.5%	6	4.7%	11	8.5%	129	100.0%