



Guidance for ongoing support and communication session

This is a very important session to ensure continued collaboration between research teams and District Health Management Teams in the project. Here are some ideas for this session; please adapt as you feel appropriate.

In plenary you may want to discuss:

Review meetings in districts:

- Purpose: to review and document process and impact indicators and identify any unintended effects of the human resources/health systems bundles; to identify and document significant changes in the environment; to identify required changes to the content of human resources/health systems bundles; to identify and document lessons learnt, primarily about improving workforce performance but also about health systems management in general.
- Frequency
- Duration
- Content
- Location
- Agree date and time of next review meeting

Telephone calls:

- Decide who with
- This should be a regular activity that you undertake once a week or once a fortnight

E-mails:

- Etiquette around who should be emailed on what grounds should be established

Responding to requests:

- Technical support

- Ideas for bundles

Interviews and /or focus group discussions with District Health Management Team

- Occasionally the research team may want to conduct an interview or focus group discussion with the District Health Management Team

Extract from Iringa workshop

In the Iringa workshop, there was a session on interaction between research team and District Health Management Team, in which paired partner groups reviewed draft tables of functions and roles during the implementation phase and suggested changes in terms of type of interaction, how it could be done, and timing. The outputs from this activity are described below and may help with the discussion.

Table: Roles of research team and District Health Management Team in implementation phase

Functions	Role of research team	Role of District Health Management Team
a) To review and document process and impact indicators and identify any unintended effects of the human resources/health systems bundles	Interviews or group meeting with District Health Management Team using topic guide; probing needed on side effects (unintended consequences)	Document changes and consequences identified between review meetings
b) To identify and document significant changes in the environment	Interviews with District Health Management Team using topic guide	Document changes between review meetings
c) To identify changes to the content of human resources/health systems bundles required	Interviews with District Health Management Team using topic guide Request documentary evidence of the change	Document changes between review meetings; why and how the decisions to change were made
d) To identify and document lessons learnt, primarily about improving workforce performance but also about health systems management in general	Interviews with District Health Management Team using topic guide	Document changes between review meetings