Semi-structured interview guide for healthcare workers

English Version-3, 27 July 2021

Title of research study: Assessing the impact of attacks on healthcare on health workers in Afghanistan

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This interview guide was produced by members of the RIAH consortium, led by Audrey Mahieu and in collaboration with Dr Sayed Jalal and Dr Sameem Munir. It has been pilot-tested, revised, and used to conduct interviews for a case study in Afghanistan in 2021. A Pashto version is available at https://riah.manchester.ac.uk/

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How to use this guide:

This is the interview guide that we used in our research in Afghanistan to investigate attacks on healthcare, with a particular focus on health facilities, workers, protection, impact, resilience, and recommendations. The guide is aimed at healthcare workers. You can adapt, modify or use parts or all of this guide in your own research or educational activities, depending on your audience and area of focus. To use the guide you must cite the original, as per the copyright guide below.

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I. Interviewer Information

Question		Response Options	Notes
1	Interview code		
2	Name of interviewer	Name or ID:	
3	Type of interview	Face-to-face By phone Other: _____	
4	Date of interview	___/___/_____ (DD/MM/YYYY)	
5	Location of interview	Province: _____ District: _____ Town: _____ Location of the interview: _____ (precise: office/home/public area/health facility/other)	
6	Type of health facility	Regional hospital Provincial hospital District hospital Comprehensive Health Centre Mobile health team Basic Health Centre Sub Health Centre Other: _____	
7	Code of health facility		If this is a mobile health team, indicate the code of the health facility to which it is attached
8	Name of the contracted		

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	NGO (BPHS implementer)?		
9	Consent	Informed consent documented No → DO NOT PROCEED	
10	Interview Language	Dari Pashto Other: _____	
11	Data Recording	Audio Handwritten notes Other: _____	
12	Starting time of interview	____ hours _____ minutes	

II. Socio-Demographic Information

Question and probes		Response Options/Prompts	Notes
13	What is your name?		
14	What is your mobile phone number?		We collect this information so that we can contact the interviewee if we need clarifications after the interview
15	What is your e-mail address?		We collect this information so that we can share final results of the study with the interviewee
16	Gender of interviewee?	Male Female	

17	How old are you?	_____ Years Don't know (estimate: _ _ _ _ _ _ years)	[If interviewee doesn't know, use the list of historic events to estimate the age]
18	What is your marital status?	Single, never married Engaged Married Separated or divorced Widowed	
19	Are you the main source of revenue in your household?	Yes No	
20	How many members are there in your household?	How many? _____ Among them: _____ children under 18 _____adults over 17	
21	What is your highest diploma or qualification?	Specialist doctor, specify: _____ General doctor Community midwife Midwife Community Health Nurse Nurse Laboratory technician Pharmacist High School graduate Other, specify: _____	
22	What is your position at health facility?	Specialist doctor, specify: _____ General doctor Community midwife Midwife Community Health Nurse Nurse Assistant nurse Laboratory technician	

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		Pharmacist Vaccinator Community health supervisor Physiotherapist Psychosocial counsellor Office administrator Ambulance driver Other, specify: _____	
23	How long have you been working in this health facility?	____ Years ___ Months Or Since ___ / _____ (Month / Year)	
24	How many years have you been working in the health sector?	____ Years ___ Months	Number of years of experience working in the health sector
25	What type of contract do you have?	Civil servant Contracted staff by BPHS implementer	
26	How long have you been working in this geographical area?	Forever, I was born here I was born here, left and came back Since _____ years	[If the participant is from this geographical area, go directly to Q28]
27	What is the main reason for working here?	I was assigned there after graduating I followed my husband/wife Other: (specify) _____ _____	
28	Do you work here full-time?	Yes No If No, specify: _____	If No, specify half-time, 4 days a week, etc.
29	Do you work in another place as well? *Prompt: Do you offer private consultation? Do you have another job? Do you have any other professional*	No Yes, specify: _____	

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	activity?		

III. Health workers' perception on their safety (start recording)

Question		Response Options/Prompts /	Notes
30	Could you tell me what you know about the protection of healthcare in armed conflict by International Humanitarian Law?		If No idea, go directly to Q32
31	Where and how did you get this information?		
32	As a healthcare worker, do you feel safe and protected?	Probe if needed: -To which degree? Not at all? A little? somewhat? Very much so?	Open question
33	Could you elaborate and explain me why?		
34	How do you balance your own safety with your job responsibilities?		
35	Does the fact of you being a healthcare worker affect the safety of your family?	Probe if needed: -To which degree? Not at all? A little? somewhat? Very much so?	If Not at all, go to Q36 If it affects, go to Q37
36	Could you explain why it doesn't affect the safety of your family?		Go directly to Q38
37	How does it affect the safety of your family?		
38	How do you balance the safety of your family and loved ones with your job responsibilities?		

IV. General questions on protective measures and contingency plans to prevent attacks on healthcare and mitigate their impacts

Now I would like to know about measures that are in place in your health facility to prevent attacks on healthcare and mitigate their impacts on healthcare workers and the delivery of healthcare services. By attacks on healthcare, we mean any violent incident affecting or targeting medical personnel, patients, healthcare facilities or medical transport, and that interferes with the access, availability, or delivery of healthcare services.			
39	Have you ever received any training on how to protect yourself, your team and your patients against attacks on healthcare or on how to act in case of attacks on healthcare?	Yes No	If No, go directly to Q43
40	What type of training, who provided it and when did you receive it?	Date: ___ / ____ (MM/YYYY)	Ask if Q39=Yes
41	What was the content of the training about?		
42	Did you receive any refresher training since then? When?	Yes No Date: ___ / ____ (MM / YYYY) OR Every _____ years	
43	Are you aware of any contingency plans or protocols in case of attacks on healthcare?	Yes No	If No, go directly to Q47.
44	Have you been informed about the content of the contingency plans or protocols?		Ask if Q43=Yes
45	Have you a copy of the contingency plan or protocols been made available to you?		
46	Could you briefly describe what are the key actions included in these contingency plans or protocols?		

V. Impact of attacks on healthcare on healthcare workers

Now, I would like to know if you have been exposed to attacks on healthcare and how your personal life and professional life have been affected by these attacks. As a reminder, by attacks on healthcare, we mean any violent incident affecting or targeting medical personnel, patients, healthcare facilities or medical transport, and that interferes with the access, availability, or delivery of healthcare services.			
47	Since **[date/year]**, have you experienced any attack on healthcare?	Yes No	[Since the perception of what

	Prompt: *- Have you ever experienced verbal or physical violence, or threat at work?* *- Have you ever been threatened and forced to act against your medical ethics?* *- Have you ever been abducted?* *- Have you ever been injured in an attack?* *- Have you ever heard about any of your colleague experiencing an attack?*	Yes No Yes No Yes No Yes No Yes No	an attack on healthcare can vary from one individual to another, it is important to prompt the different questions and that the interviewee responds Yes/No for each of them]
48	Since **[date/year],** has your health facility experienced any attack on healthcare? *Prompt:* *- Has your health facility ever been looted or equipment and drugs stolen by armed individuals or civilians?* *- Has your health facility ever been damaged by violence, fighting, looting, or protests?* *- Has your health facility ever been forcibly entered and patients or medical personnel searched violently?* *- Has your health facility ever been occupied or taken over by militaries or an armed group?* *- Has your health facility ever been closed by order of an armed group?* *- Has your ambulance ever been hijacked, violently searched or been denied access?* *- Have you ever been unable to access patients because of fighting or insecurity?*	Yes No Yes No Yes No Yes No Yes No Yes No Yes No Yes No Yes No	[Since the perception of what an attack on healthcare can vary from one individual to another, it is important to prompt the different questions and that the interviewee responds Yes/No for each of them]
49	We will start with the attack that affected you the most. Could you briefly describe what happened?		If the interviewee has not experienced any attack, go directly to Q82

	Note: do not ask any question on the perpetrators		
50	Still focusing on this incident, to what degree have you been exposed: Prompt: *- You have been directly subject to violence* *- You have witnessed what happened, but you were not directly subject to violence* *- You were not present, but you have learned about an attack on healthcare that affected colleagues* *- You have indirectly been exposed as you care and treat people who have been injured by an attack on healthcare*		[Multiple answers possible]. If participant already clearly provides an answer to this question in Q49, do not ask
51	Do you remember the exact date of this incident?	_____ Day _____ Month _____ Year Estimate: _ _ / _ _ / _ _ _ _ (DD / MM / YYYY)	Ask if interviewee doesn't already provide the exact date in Q49 Try to get the most exact date, using the calendar of events if necessary
52	Where did it happened exactly?	Probe, if needed: At the health facility, specify: ____ On the way to work/home, specify: _____ During outreach activities, specify: _____ Other: _____	Ask if participant doesn't specify the exact location in Q49
53	Were you injured during this attack?	Yes No	Ask if relevant
54	Did you get any physical impairment following this attack?	No Yes, specify: _____	Ask if relevant
55			

	How did you feel after this violent incident? Modulate according to Q50: - How did you feel after witnessing this violent incident? - How did you feel after learning that your colleagues have been affected by this attack?		
56	Were you able to tell someone about this violent incident?	Yes No	If Yes, go directly to Q58
57	Would you mind telling me why you could not tell anyone about this incident?		Go directly to Q60
58	To whom were you able to tell and discuss about this incident?	Probe, if needed: To my family members To my friends To my colleagues To my hierarchy With the community Others, specify: _____	Ask if Q56=Yes
59	How did people with whom you discuss the incident react?		If the participant discusses it with different people, inquire the different reactions.
60	Did you or anyone formally report the incident?	Yes No	If No go directly to Q62
61	Could you tell me who formally reported it, to whom and by which means?		Ask if Q60=Yes
62	Would you mind telling me why this incident was not formally reported? *Prompts:* *Is it due to the absence of reporting mechanisms? Was it because of fear of reprisals? Was it because this incident was considered as a minor incident? Was it because this type of incident happens regularly and has become the norm?*		Ask if Q60=No

63	Could you tell me how this incident has affected your everyday life? *Prompt:* *- your personal life, your family life* *- your interactions with other persons: has the quality of the relationships between you and your relatives been impacted?* *- your behaviour: have you lost interest in things that you used to like doing? Do you avoid thoughts, places, people or conversations associated with the incident? Have you become more irritable?* *- your mental and emotional wellbeing: have you experienced nightmares, flashbacks, or psychological distress? Have you been feeling worried?* *- your financial situation* For each major impact, inquire how it has evolved over time, and if the participant is still experiencing it		For each major impact, inquire how it has evolved over time, and if the participant is still experiencing it
64	Could you tell me how this violent incident has affected your professional life? *Prompt:* *- interactions with your colleagues: what has been the effect on the relationships between you and your colleagues?* *- interactions with your hierarchy: what has been the effect on your relationships with your hierarchy?* *- interactions with your patients: has the quality of relationships between you and your patients changed?* *- How has your medical practice been impacted?*		Note that some effects can be positive (e.g. stronger relationships with colleagues) // For each major impact, inquire how it has evolved over time, and if the participant is still experiencing it

	- How has your motivation at work been impacted? *- How has your capacity to work been impacted? Have you noticed any change in your capacity to focus or learn new things?* *- How has your workload been impacted?* For each major impact, inquire how it has evolved **over time**, and if the participant is still experiencing it		
65	How have you been supported following this violent incident? What type of support did you receive? *Prompt: what type of support did you receive from your family, from the community, from your colleagues and hierarchy? Have you been offered psychological support?*		If Q56=No do not insist on this question
66	Today, how often are you talking about this violent incident?	Probe, if needed: Never Rarely Occasionally Often Most of the time	Open question
67	Today, how often are you thinking about this violent incident?	Probe, if needed: Never Rarely Occasionally Often Most of the time	Open question
68	What have helped you cope with this attack?		
69	Could you describe what immediate effect has this incident had on the access, availability, utilisation or delivery of healthcare services?		List of services: - Health education - Immunisation - Antenatal care - Deliveries

	Prompt: *- Did your health facility close following this violent incident? For how long? Where did patients seek care while the health facility was closed? How far is the nearest facility where patients sought care? Did you organise any alternative way of delivering care while the facility was closed? How did you do with hospitalised patients?* *- Has the delivery of services been interrupted following this violent incident? Which services? For how long? Have the patients been able to access these services anywhere else? How has it impacted patients requiring follow-up such as tuberculosis patients? How has it impacted patients with chronic diseases?* *- Has the stock of drugs or medical supplies been destroyed, damaged or stolen during this incident? To what extent? What consequences has the loss of drugs had on treating patients? How long have the loss of drugs disturbed the provision of care?* *- Have any medical equipment been destroyed, managed or stolen during the incident? Which equipment? What have been the consequences on treating patients? How long have the destruction, damage or theft of equipment disturbed the provision of care?* *- Have any medical personnel been away from work following this incident? How many and which positions? Which services did they provided? How long have they been away*		- Postnatal care - Newborn care - Family planning - Nutrition - Treatment of severe malnutrition - TB cases detection, referral and follow-up - Mental health services - Physical rehabilitation services - Blood transfusion / blood bank - Outreach activities - Outpatient consultations - Inpatient care

	from work? What was the consequence on the provision of health services? How did you organise to palliate to their absence? What have been the consequences on other personnel? Any consequence on the workload? Any task shifting? Have the personnel had to perform tasks for which they were not trained or qualified? *- Have the monitoring and supervision of activities been affected following this incident?* *- Have the attendance of the health facility changed following this incident? How has it changed? How long have you observed this change? Has this change been observed for all services? Are there any service that have been particularly more affected by this change in attendance?* *- Have you observed any immediate effect on the health outcome of the population that your health facility serves?*		
70	According to you, what longer-term effect has this incident had on the access, availability, utilisation or delivery of healthcare services? Prompt: *- Has it affected in the long-term the trust of the population in health services and their utilisation?* *- Has it affected in the long-term the capacity of providing care at the health facility?*		

	- Has it changed in the long-term the way of delivering healthcare? *- Have you observed any long-term change in the coverage rate of routine services that could be a consequence of this incident? Which services? Immunisation? Antenatal care? In-facility deliveries? Postnatal care? Family Planning? TB or HIV services? Outpatient consultations? Inpatient admissions? How do you link this change in coverage rate to the incident that you described?* *- Have you observed any resurgence of vaccine-preventable diseases that could be a consequence of this violent incident? How do you link this resurgence to the incident that you described?* *- Have you observed any increase in morbidity that could be a consequence of this incident? Which condition or disease? How do you link this change in morbidity to the incident that you described?* *- Have you observed any change in mortality that could be a consequence of this incident? How do you link this change in mortality to the incident that you described?*		
71	Following this violent incident, is there any other factor or event, unrelated to attacks on healthcare, that may have affected the access, availability, utilisation or delivery of health services? Prompt:		

	Such as national stock out of essential drugs or vaccines, or displacement of population.		

VI. Protective and mitigation measures

72	In your opinion, what protective measures contributed to reduce the impact of the attack, and how did they?		
73	Following this violent incident, have any new measures been put in place to prevent this type of incident or to mitigate its impact on healthcare workers or the delivery of healthcare? *Prompt:* *Any new protection measures? Any change in the way of transporting or stocking drugs? Any change in the way of working? Any additional support services for healthcare workers experiencing attacks?*	Yes No	If answer is NO, go directly to Q75
74	Could you list the new measures that have been implemented following the attack?	1._____ 2._____ 3._____ Etc.	
75	What (other) measures would you like to see put in place to better prevent this type of incident or better mitigate the impacts on healthcare workers or the delivery of healthcare?		

VII. Other attacks

76	Now, I would like you to think about the different incidents of violence that you mentioned at the beginning. Taking (mention the first incident on the list Q47/Q48), could you briefly describe what happened?		Do not ask if the interviewee only mention one attack in Q47/Q48 and go directly to Q82.

77	Do you remember the exact date of this incident?	_____ Day _____ Month _____ Year Estimate: _ _ / _ _ / _ _ _ _ (DD / MM / YYYY)	Ask if interviewee doesn't specify the exact date in Q76 Try to get the most exact date, using the calendar of events if necessary
78	Where did it happen exactly?	Probe, <u>if needed</u>: At the health facility, specify: ____ On the way to work/home, specify: _____ During outreach activities, specify: _____ Other: _____	Ask if participant doesn't specify the exact location in Q76
79	Could you describe what immediate effect has this incident had on the access, availability, utilisation or delivery of healthcare services? Prompt: *- Did your health facility close following this violent incident? For how long? Where did patients seek care while the health facility was closed? How far is the nearest facility where patients sought care? Did you organise any alternative way of delivering care while the facility was closed? How did you do with hospitalised patients?* *- Has the delivery of services been interrupted following this violent incident? Which services? For how long? Have the patients been able to access these services anywhere else? How has it impacted patients requiring follow-up such as tuberculosis*		

	patients? How has it impacted patients with chronic diseases? *- Has the stock of drugs or medical supplies been destroyed, damaged or stolen during this incident? To what extent? What consequences has the loss of drugs had on treating patients? How long have the loss of drugs disturbed the provision of care?* *- Have any medical equipment been destroyed, managed or stolen during the incident? Which equipment? What have been the consequences on treating patients? How long have the destruction, damage or theft of equipment disturbed the provision of care?* *- Have any medical personnel been away from work following this incident? How many and which positions? Which services did they provided? How long have they been away from work? What was the consequence on the provision of health services? How did you organise to palliate to their absence? What have been the consequences on other personnel? Any consequence on the workload? Any task shifting? Have the personnel had to perform tasks for which they were not trained or qualified?* *- Have monitoring and supervision activities been affected following this incident?* *- Have the attendance of the health facility changed following this incident? How has it changed? How long have you observed this change? Has this change been observed for all services? Are there any service that have*		

	been particularly more affected by this change in attendance? *- Have you observed any immediate effect on the health outcome of the population that your health facility serves?*		
80	According to you, what longer-term effect has this incident had on the access, availability, utilisation or delivery of healthcare services? Prompt: *- Has it affected in the long-term the trust of the population in health services and their utilisation?* *- Has it affected in the long-term the capacity of providing care at the health facility?* *- Has it changed in the long-term the way of delivering healthcare?* *- Have you observed any long-term change in the coverage rate of routine services that could be a consequence of this incident? Which services? Immunisation? Antenatal care? In-facility deliveries? Postnatal care? Family Planning? TB or HIV services? Outpatient consultations? Inpatient admissions? How do you link this change in coverage rate to the incident that you described?* *- Have you observed any resurgence of vaccine-preventable diseases that could be a consequence of this violent incident? How do you link this resurgence to the incident that you described?*		

	- Have you observed any increase in morbidity that could be a consequence of this incident? Which condition or disease? How do you link this change in morbidity to the incident that you described? *- Have you observed any change in mortality that could be a consequence of this incident? How do you link this change in mortality to the incident that you described?*		
81	Following this violent incident, is there any other factor or event, unrelated to attacks on healthcare, that may have affected the access, availability, utilisation or delivery of health services? Prompt: *Such as national stock out of essential drugs or vaccines, or displacement of population.*		
Ask questions 76 to 81 for all attacks listed on Q47/48 – Do not ask again for the attack that affected the most (Q49 to Q75)			

VIII. Focus on the impact of specific types of attacks on healthcare

82	I would like to ask you about a specific type of incident. Have you ever been threatened or forcibly seized to treat combatants or patients in an area held by an armed group, outside from your health facility?	Yes No	Do not ask this question if the attack that affected the most the interviewee (Q49) is this type of attack. He/She already answered from Q49 to Q81. In this case, only ask Q84 & Q85 and go directly to Q102

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			If answer is NO, go directly to Q102.
83	Could you briefly describe what happened? Note: do not ask any question on the perpetrators.		Ask if Q82=Yes or if interviewee listed this type of incident in Q47 or Q48.
84	How many times did it happen since [date/year]?	_____ times I can't remember exactly, it happens regularly	
85	When did it happen and how long were you away?	1st time: When: _____ (MM/YYYY) _____ days _____ hours 2nd time: When: _____ (MM/YYYY) _____ days _____ hours 3rd time: When: _____ (MM/YYYY) _____ days _____ hours If the respondent doesn't remember the duration for each time, ask the average time that she/he was usually retained: _____ days _____ hours	If this happens more than once, indicate the time he/she was retained each time
86	How did the armed individuals treat you?		
87	Were you injured?	Yes No	

88	Did you get any physical impairment resulting from this?	No Yes, specify: _____	
89	Were you able to tell someone about this incident?	Yes No	If Yes, go directly to Q91
90	Would you mind telling me why you could not tell anyone about this incident?		Go directly to Q93
91	To whom were you able to tell and discuss about this incident?	Probe, if needed: To my family members To my friends To my colleagues To my hierarchy With the community Others, specify: _____	Ask if Q89=Yes
92	How did people with whom you discuss the incident react?		If the participant discusses it with different people, inquire the different reactions.
93	Did you or anyone formally report the incident?	Yes No	If NO, go directly to Q95
94	Could you tell me who formally reported it, to whom and by which means?		Ask if Q93= Yes Then, go directly to Q96
95	Would you mind telling me why this incident was not formally reported? *Prompt:* *Is it due to the absence of reporting mechanisms? Was it because of fear of reprisals? Was it because this incident was considered as a minor incident? Was it because this type of incident happens regularly and has become the norm?*		Ask if Q93= No
96	What impact has this(these) incident(s) had on your everyday life? *Prompt:* *- Repercussions on your family and relatives?*		

	- Impact on your relationships with your family or the community? *- Impact on your mental and emotional wellbeing: have you experienced nightmares, flashbacks, or psychological distress? Have you been feeling worried?* For each major impact, inquire how it has evolved **over time**, and if the participant is still experiencing it		
97	What impact has this(these) incident(s) had on your professional life? *Prompt:* *- Repercussions on your relationships with you colleague or hierarchy?* *- Repercussions on your relationships with your patients?* *- Repercussions on your capacity to work? Do you experience any trouble to focus or learn new things?* *- How has your motivation at been impacted?* For each major impact, inquire how it has evolved **over time**, and if the participant is still experiencing it		
98	How have you been supported following this incident? What type of support did you receive? *Prompt: what type of support did you receive from your family, from the community, from your colleagues and hierarchy? Have you been offered psychosocial support?*		
99	Today, how often are you talking about this incident?	Probe, <u>if needed</u>: Never	Open question

		Rarely Occasionally Often Most of the time	
100	Today, how often are you thinking about this incident?	Probe, if needed: Never Rarely Occasionally Often Most of the time	Open question
101	What has been the impact of you being away on other healthcare workers and the provision of healthcare services?		
102	Now, I would like to know more about the impact of closure of health facilities due to armed conflict. Has your health facility ever closed since **[date/year]**?	Yes No	If answer is No, go directly to Q112
103	How many times your health facility has closed since **[date/year]**?	_____ times	
104	Do you remember the date(s) when your health facility closed?	1st time: From ____ / ____ / _____ To _____ / _____ / _____ 2nd time: From ____ / ____ / _____ To _____ / _____ / _____ 3rd time: From ____ / ____ / _____ To _____ / _____ / _____	DD/MM/YYYY
105	1st time: For which reason did your health facility close?	Probe, if needed: - As a prevention measure, because of surrounding fights? - Because of explosive devices in the vicinity of the health facility? - By order of an armed group?	Open question

		- Because the health facility was directly attacked? - Because the health facility suffered damages due to fights in the vicinity?	
106	How was the decision to close the health facility made? *Prompt:* *Who was involved in making the decision? What triggered the closure of the facility? On what basis was this decision made?*		If the facility was closed as a prevention measure, ensure that you capture the criteria/threshold on which the decision was made
107	What actions were taken to re-open the health facility?		
Repeat questions 105 to 107 for each closure of health facility listed in Q104.			
108	Where did the population access healthcare while the health facility was closed? *Prompt:* *- Did population have still access to healthcare?* *- Did the population access to a neighbouring facility? How far was this neighbouring facility?* *- Did healthcare workers provide private consultations?*		Response can be different for the different occurrences of closure. In this case, distinguish the response for each occurrence of closure.
109	What effect did the (repetitive) closure of the health facility have on yourself? *Prompt:* *Were you displaced to work to a neighbouring facility? Did you visit patients privately? Has not being able to practice and providing care impacted your motivation, mental health, medical capacity, or financial*		

	situation? Did it affect your relationship with the community and the patients?		
110	Could you describe what immediate effect have the (repetitive) closure of the health facility had on the access, availability, utilisation or delivery of healthcare services? Prompt: *- Has the closure of the health facility affected the attendance of the health facility when it reopened? How has it changed? How long have you observed this change? Has this change been observed for all services? Are there any service that have been particularly more affected by this change in attendance?* *- Have you observed any immediate effect on the health outcome of the population that your health facility serves?* *- Has the closure of the facility affected the monitoring and supervision of activities at lower level, for example the monitoring and supervision of Community Health Workers?*		
111	According to you, what longer-term effect has the closure of health facility had on the access, availability, utilisation or delivery of healthcare services? Prompt: *- Has it affected in the long-term the trust of the population in health services?* *- Have you observed any long-term change in the coverage rate of routine services that*		

	could be a consequence of the closure of the health facility? Which services? Immunisation? Antenatal care? In-facility deliveries? Postnatal care? Family Planning? TB or HIV services? Outpatient consultations? Inpatient admissions? How do you link this change in coverage rate to the closure of the health facility? *- Have you observed any resurgence of vaccine-preventable diseases that could be a consequence of the closure of the health facility? How do you link this resurgence to the closure of the health facility?* *- Have you observed any increase in morbidity that could be a consequence of the closure of the health facility? Which condition or disease? How do you link this change in morbidity to the closure of your health facility?* *- Have you observed any change in mortality that could be a consequence of the closure of your health facility? How do you link this change in mortality to the closure of your health facility?*		

IX. Resilience to attacks on healthcare and retention of healthcare workers

Now, I would like to know more about your resilience to attacks on healthcare and where you find the strength to carry on your duty.			
112	Could you tell me what attracted you to become a healthcare worker?		
113	Today, could you tell me what is the main satisfaction that you get from your job?		

114	How has the violence or the threat of violence impacted your ability to perform your job?		
115	As a woman/man are there any type of attack on healthcare that you face in particular?		'As a women' if the interviewee is a female 'As a man' if the interviewee is a male
116	As a woman/man how differently attacks on healthcare impact you?		'As a women' if the interviewee is a female 'As a man' if the interviewee is a male
117	Have you ever thought about leaving your position?	Yes No	
118	Have you ever thought about asking to be relocated?	Yes No	
119	Would you mind telling me the main reasons that led you thinking about leaving your position or relocating?		Ask if Q117=Yes or Q118=Yes If Q117=Yes ask about 'leaving your job' If Q118=Yes, ask about 'relocating' If both Q117 and Q118=Yes, ask about 'leaving your position or relocating'
120	What prevents you from leaving your position or relocating?		Ask if Q117=Yes or Q118=Yes If Q117=Yes ask about 'leaving your job' If Q118=Yes, ask about 'relocating'

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			If both Q117 and Q118=Yes, ask about 'leaving your position or relocating'
121	What is your main motivation to carry on your job today?		
122	In your health facility, how many medical or paramedical personnel have left since [date/year]?		If answer is None, go to Q124.
123	For each medical or paramedical personnel who left, what do you think was their main reason for leaving?	1._____ 2._____ 3._____	Make sure that the interviewee specifies the position of the personnel who left
124	What measures would you recommend to better attract and retain health personnel in conflict area?		

X. Recommendations on how to prevent attacks on healthcare and mitigate their impacts (wrap up)

125	In your opinion, what protection measures have been effective to improve the security of healthcare workers?		
126	In general, what additional measures would you like to see put in place to improve the security of healthcare workers?		
127	In your opinion, what supportive measures have been effective to help healthcare workers cope with the threat of violence or the exposure to attacks on healthcare?		
128	What additional measures would you like to see put in place to support healthcare workers who experience attacks on healthcare?		
129	In your opinion, what mitigation strategies or measures have worked well to reduce the impacts of attacks on healthcare on the		

	access, availability, utilisation or delivery of healthcare?		
130	What additional strategies or measures would you like see put in place to reduce the impact of attacks on the access, availability, utilisation or delivery of healthcare?		

XI. Conclusion

Question	Response Options/Prompts	Notes
Would you know a healthcare worker who has experienced attacks on healthcare, whom we could interview?	Yes No If Yes: "Thanks, I will ask you his/her name and contact details once the recorder is switched off".	
Is there anything else you would like to say or you feel we should know?	Yes No If Yes, specify: _____	
Do you have any questions?	Yes No	
Are you okay with us using your interview now that it is completed?	Yes No	Secondary consent
End time of the interview	_____ hours _____ minutes	