

Supplementary material B – QUESTIONNAIRE FOR INTERPROFESSIONAL
TEAMBUILDING (PRE POST-TEST) & JOB SATISFACTION

Informed Cover letter and Consent for Participants

Thank you for your valuable time.

We request you to participate in a research project that aims to improve the team work, coordination and care practices in the primary healthcare team.

The investigators of this project will conduct three workshops for team building and care practice management for clients. The workshop requires your active participation and discussion. We will have presentations, printed learning material, discuss case studies and have role play activities. You will also receive a certificate of participation, which will be also be signed by the Primary and Healthcare Department and can be included in your CV portfolio.

This study will help to improve health service delivery in your community and also improve health outcomes for mother and child. At a broader level this study's findings will enable us to communicate with the government and policy-makers for improvement in your work conditions, employee satisfaction and team building efforts at the BHU and RHC.

All information collected during this study will be confidential. No names will be mentioned in publications and all information will be stored anonymously with the lead researcher.

We hope you are willing to support this project and that you agree to part of this study.

Sincerely

Dr. Sara Rizvi Jafree,

Lead Researcher, Assistant Professor, Forman Christian College\ University

E-mail: sarajafree@fccollege.edu.pk

Cell: 0300 400 5740

Participant Consent (Thumb Impression/ Signature) _____

PRE-POST TEST SURVEY

a. Socio-demographics

BHU/RHC station:	بی یچ یو سٹیشن
Age:	عمر
Type of provider:	فراہم کنندہ کی قسم
Last earned degree:	آخری ڈگری -
Monthly Income:	ماہانہ آمدنی
Marital Status:	ازدواجی حیثیت
Approximate clients:	اوسط کلائنٹس
Contract type:	معائدہ کی قسم
Years of service:	نوکری کے سال

b. Satisfaction with job

(Each item will be measured on 3 point Likert scale Satisfied, neutral, dissatisfied)¹

(ہر آئٹم کو 3 پوائنٹ لائیکرٹ پیمانے پر ناپا جائے گا مطمئن، غیر جانبدار، غیر مطمئن)

Work itself	کام کی وجہ سے
Co-workers	کام کے ساتھی
Management	مینجمنٹ
Workload	کام کی مقدار
Promotion	ترقی
Organizational structure	تنظیمی ڈھانچہ
Working conditions	کام کے حالات
Payment and benefits	ادائیگی اور فوائد
Overall job satisfaction	مجموعی طور پر کام سے اطمینان

Open-ended questions تفصیلی سوالات

- Name three top things, or more, you would want changes at your BHU/ RHC

- BHU/ RHC تین یا اس سے زیادہ اہم چیزوں کے نام بتائیں جنہیں آپ تبدیل کرنا چاہیں گی

¹ Kebriaei, A., & Moteghed, M. S. (2009). Job satisfaction among community health workers in Zahedan District, Islamic Republic of Iran. EMHJ-Eastern Mediterranean Health Journal, 15 (5), 1156-1163, 2009.

- Name three things, or more, you would want changed from the government employer from the center

تین یا اس سے زیادہ، سرکاری چیزوں کے نام بتائیں جو آپ مرکز سے تبدیل کرنا چاہیں گی۔

c. Patient care plan

(Each item will be measured on 5 point Likert scale Strongly agree to Strongly disagree)

1. I know how to follow-up for weekly/ regular meetings with my BHU/ RHC team to discuss patient progress and disease tracking
2. I know how to collaborate with my team for record-keeping for patient health status
3. I am knowledgeable about intra-agency referrals
4. I have the skills for integrated care plans for patient safety and community wellbeing
5. I know how to discuss workload issues with my team so the burden for patient management is shared
6. I know how to follow-up with my BHU/ RHC colleagues to develop better service plan
7. I have clear understanding about co-treatment at the BHU/ RHC

d. Team building and collaboration

(Each item will be measured on 5 point Likert scale Strongly agree to Strongly disagree)

1. I have the skills to pursue communication about workflow with my BHU/ RHC colleagues
2. I make an effort to understand the challenges and limitations faced by BHU/ RHC colleagues when working with me
3. I have skills about how to trouble shoot with my BHU/ RHC colleagues
4. I am confident about collaborating and communicating with my BHU/ RHC colleagues
5. Effective communication can be achieved simply by taking turns talking
6. When I'm locked in an argument with my BHU/ RHC colleague, I view them as an opponent
7. I listen fully and affirm that I understand what my BHU/ RHC colleague says/ shares as a sign of respect

e. Conflict Management

(Each item will be measured on 5 point Likert scale Strongly agree to Strongly disagree)

1. I am confident about how to manage conflict with BHU/ RHC colleagues
2. I know how to get in touch with my BHU/ RHC colleagues or call a meeting to discuss patients or BHU/ RHC related issues when needed
3. I have skills to explore issues with my colleagues and to find solutions that meet everyone's needs
4. I try to negotiate and adopt a "give-and-take" approach to problem situations
5. When there is a disagreement, I gather as much information as I can to keep the lines of communication open
6. I try to see conflicts from both sides. What do I need? What does the other person need? What are the issues involved?