



Annex D: Interview Guide for Healthcare Workers (IDI/KII)

Introductory Script (Read verbatim):

"Thank you for participating. This interview seeks to understand your perspective on the integration and impact of the HIV Chaplaincy program within this facility's clinical care.

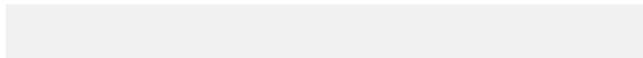
It will take about 45 minutes. Your participation is voluntary and your responses will be kept confidential. I would like to audio-record our conversation with your permission.

Any questions? May I begin and record?"

[Wait for consent]

PARTICIPANT'S DECLARATION OF INFORMED CONSENT:

I have been informed about the specified and additional purpose(s) for which my opinions will be collected, used and disclosed, as described above. I understand that my opinions may be used and disclosed for secondary purposes that are necessary to achieve the above-described specified purpose. I voluntarily make this declaration and freely consent to the participation in this KII/IDI.





Signature

Signed at (place) on (date)

Section A: Integration & Collaboration

1. How was the HIV Chaplain integrated into the workflow of this facility?
 - *Probe: Was their role clearly defined? What are the formal or informal referral pathways between clinical staff and the chaplain? How would you describe the collaboration?*

Section B: Observed Impact on Patient Behavior

2. Based on your clinical observations, have you noticed any changes in patient behavior since the chaplaincy program began?

** Probe: Patterns in missed appointments or pharmacy refills? Have you seen an increase in the re-engagement of patients previously lost to follow-up? Changes in general patient morale or engagement during clinic visits?*

Section C: Perspectives on Patient Stigma [FOCUS AREA]



3. In your professional experience, how does stigma—whether internalized or anticipated—manifest among your patients?

** Probe: Signs of self-blame or shame? Patient withdrawal or reluctance to interact with staff? Do you observe behaviors that suggest fear of being judged (e.g., hiding medication)?*

4. From your vantage point, has the chaplaincy influenced these patterns of stigma?

** Probe: What specific changes in patient demeanor or communication have you noticed that you would attribute to the chaplain's involvement? Has this collaboration changed how you or other staff perceive or communicate with patients?*

Closing

"Is there any other impact or challenge related to the chaplaincy program that we haven't discussed?"

"Thank you for your critical perspective and time."