

## Appendix 2: 5-Point Likert Scale Survey Instrument

Survey Instrument Items According to CFIR Domains

### Section 1: CFIR Inner Setting Domain

Item	Questions	Scale
1.	The IPSD intervention is a critical HIV intervention that helps to strengthen linkages between our PUSKESMAS and PWH community support groups.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
2.	Lack of knowledge and understanding of HIV/AIDS and Sexually Transmitted Infections affects the quality of services for key populations.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
3.	Lack of knowledge and understanding of the needs of key populations, substance abuse, gender and sexuality is one of the factors that contribute to discriminatory behaviours toward key populations and PWH.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
4.	Patient ART adherence and retention in care are affected by the quality of healthcare services provided.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
5.	Our health facility participated in the IPSD training because we it was necessary to respond to unfavourable feedback from key population patients.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
6.	The IPSD training is compatible with my organisational culture and practices.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
7.	The IPSD intervention does not disrupt current clinical workflow and standard operating procedures.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
8.	The IPSD intervention conflicts with my personal beliefs and values towards men who have sex with men, drug users, sex workers, transgenders and people living with HIV.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
9.	The knowledge and skills I have gained from IPSD training are different from other training I have undertaken.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
10.	The IPSD intervention is compatible and suitable for all aspects of my work and daily tasks.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
11.	We have enough technical expertise in our health facility to implement IPSD intervention.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
12.	There is regular engagement with clinical staff to discuss challenges and consider ways to improve the implementation of IPSD in our health facility.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
13.	The organisation provides a safe space (or a platform that protects our confidentiality) for us to address difficult issues and problems encountered in the implementation of IPSD.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree

Item	Questions	Scale
14.	The health facility is regularly engaged with key population representatives for consultation and support for the implementation of IPSD.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
15.	All newly recruited healthcare workers are encouraged and supported to undertake IPSD training.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
16.	I am valued and receive recognition for my continued efforts in reducing HIV stigma and discrimination in the workplace.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
17.	All healthcare workers who participated in IPSD training are given incentives (eg. money, rewards, recognition) to participate in the training.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
18.	Incentives (in any form) are necessary to motivate healthcare workers to adopt the IPSD intervention.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
19.	Incentives (in any form) are necessary to motivate healthcare workers to adhere to IPSD intervention.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree

### Section 2: CFIR Outer Setting Domain

Item	Questions	Scale
20.	Reducing stigma and discrimination toward PWH and key populations is a top priority for the health facility.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
21.	IPSD meets the healthcare workers' expectations for improved quality of services for HIV patients.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
22.	The IPSD training module addresses all types of stigmas and discrimination experienced by key populations.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
23.	I believe that IPSD intervention has indirectly contributed to improved HIV treatment uptake and retention.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
24.	The health facility was compelled to implement IPSD because it was mandated by the government.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree

### Section 3: CFIR Process Domain

Item	Questions	Scale
25.	Key population involvement is integral to the process of IPSD module development.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree

Item	Questions	Scale
26.	Key population representatives were involved in the stigma reduction training I attended.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
27.	I have a better understanding of stigma and discrimination because it was well explained by key population community trainers and facilitators.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
28.	Key population trainers and facilitators contributed to the reinforcement of knowledge, skills and understanding of stigma and discrimination.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
29.	Key population community representatives are key partners in the implementation of IPSD intervention.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
30.	I can provide appropriate health services for key populations and PWH.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
31.	I can explain the epidemic of HIV/AIDS and STIs in Indonesia.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
32.	I am aware of government policies relating to HIV/AIDS and STI control programmes in Indonesia.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
33.	I am aware of the laws and regulations related to the HIV/AIDS control program in Indonesia.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
34.	I can explain what the HIV Continuum of Care Strategy means.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
35.	I can identify the differences between gender, sex, and sexuality.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
36.	I can identify types and manifestations of stigma and discrimination towards key populations and PWH in healthcare settings.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
37.	I understand the impact of stigma and discrimination toward key populations and PWH.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
38.	I can explain the relationship between value systems, attitudes, and behaviour in expressing stigma and discrimination.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
39.	I can describe what a comprehensive package of health services for key populations and PWH in health facilities means.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree
40.	I am aware of potential stigmatising or discriminatory behaviours when providing health services to key populations and PWH.	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree

Item	Questions	Scale
41.	After the IPSD training, the health facility developed an intervention plan to eliminate stigma and discrimination toward key populations and PWH.	<input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree
42.	After the IPSD training, the health facility designed (or modified) a monitoring and evaluation system to monitor the delivery of the intervention.	<input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree
43.	My health facility develops continuous improvement efforts in the context of interventions to eliminate stigma and discrimination.	<input type="checkbox"/> Disagree. <input type="checkbox"/> Strongly Disagree <input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree