***--- Adapt to your context prior to use ---***

Informed Consent Form for Health Workers

Name of Study: Assessing health workforce productivity in selected health facilities for the development of interventions to improve the effectiveness of health workers

Introduction: You are being asked to take part in a study on health worker productivity. To ensure that you are informed about the study, we are asking you to read this consent form. Please ask us to explain anything you do not understand.

Purpose of the Study: This study is being conducted by *[INSERT NAME OF ORGANIZATION]*. We are interested in improving the productivity of the health workers at this facility, and your inputs and opinions can help us identify the reasons for any productivity issues. More importantly, the study aims to help determine the appropriate interventions for improving productivity to contribute to providing efficient and quality health care services.

Your Part in the Study

*Focus Group Discussion:* If you agree to participate in the study, we will ask you questions as part of a small group. The discussion will take approximately one hour.

*Health worker flow mapping:* If you agree to participate in the study, your movements will be observed for 1-2 hours during your regular working shift to better understand the workflow and how you go about providing services to patients. This information will be used to help make work processes more efficient. We will not be looking at the quality of your work nor will we sit in on your patient consultations.

If You Decide Not to Participate in the Study: Your participation in the study is voluntary, and there is no penalty for refusing to take part.

Confidentiality: The information you provide will be confidential and private. We will not put your name on any of the data collection forms on which your responses will be recorded. If we publish the results of the study, your name will not be in it.

Benefits: There is no financial compensation or personal benefits for participating in the study. However, your participation may provide important insights for improvement of the health system. This study will help diagnose the causes of any productivity problems and lead to the identification of interventions to improve health workforce productivity. Implementation of the interventions could contribute to improving working conditions, quality of service provision, and health worker motivation and job satisfaction, which would be beneficial to you, other health workers at the facility and even patients.

Risks or Discomfort: There is no risk in participating in this study. If you experience any personal discomfort, you may stop participating at any time, or you may refuse to answer one or any questions. If you decide to stop participating in the study, any information collected from you will not be included.

Contact Person for Questions: If you have any questions about the study, or any problems with the study you may contact *[INSERT NAME AND CONTACT INFORMATION OF PRINCIPAL INVESTIGATOR].*

Consent to Participate in Study: \_\_\_ Yes \_\_\_ No