

Article title: Integrating Nutrition Actions in Service Delivery: The Practices of Frontline Workers in Uganda

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Supplementary file 2. Interview Guide for Frontline Workers

Background information of respondent

What type of sector do you work for?

Health ; Agriculture ; Community development ; Other(specify)

What type of institution / organisation do you work for?

Government ; NGO

What is your profession? _____

Your years of working experience in the sector/organisation.

1-5yrs ; 6-10yrs ; 11-15yrs ; 16-20yrs ; Over 20yrs

Your years of experience in nutrition service delivery.

1-3yrs ; 4-6yrs ; Over 6yrs

Female Male

Job specific attributes

1. How do frontline workers (e.g. health workers, extension workers, community development officers, teachers) execute nutrition related actions?

- a. What are the specific tasks (according to job description) performed by the frontline workers? (*probe: what do frontline workers see as their usual task*)
- b. What kind of nutrition activities are most important for frontline workers to perform? (*probe: nutrition challenges in the communities, understanding of services integration*)

- c. How do frontline workers solve nutrition related problems in their day to day actions? (*probe: What nutrition services do you usually provide? Why?; how do they make decisions*)
- d. What influences the actions of frontline workers? (*probe: who decides what frontline workers should do in nutrition; where did they learn the skills, what professional norms are specific in this line of work*)
- e. What relationships or interactions exist among frontline workers? (*probe: interactions other frontline, levels of governments, NGOs, information networks*)

Situational factors

- 2. What is the role of socio-political and organisation (e.g. management) context on decisions and practices of frontline workers?
 - a. What specific situations influence the decisions and practices of frontline workers? (*probe: role of politics, events in communities, role of NGOs, influence of administration systems*)
 - b. What are the official goals for provision of nutrition services? (*probe: who sets these goals*)
 - c. Which pressures do the different frontline workers experience from within and outside their organisation that influence nutrition services? (*probe: how do they deal with these pressures*)
 - d. To what extent do expectations of peers influence nutrition decisions made by frontline workers? (*probe: which actors influence decision making, how*)
 - e. Who support the nutrition services that you undertake?
 - f. What are the incentives for provision of nutrition services? (*probe: What carrots and sticks accompany how frontline workers provide/not provide nutrition services?*)
 - g. What management systems are influencing the decisions and practices of frontline workers? (*probe: systems in government and non-government, ask for guiding policy documents*)

Individual Characteristics

- 3. What is the role of individual characteristics on the decisions and practices of frontline workers?
 - a. What capacity building initiatives have frontline workers participated in to enhance their knowledge in nutrition? (*probe: length of training, work experience, personal characteristics*)
 - b. How has this exposure influenced the way you provide nutrition services?
 - c. What professional norms do frontline workers have about delivery of nutrition services? (*where do these values come from, how does it influence their behaviour*)
 - d. Which agencies/actors do you interact with in the provision of nutrition services? Which non-governmental organisations do are engaged in nutrition policy implementation in your community

Interview guide District/Organisations

1. What is your (organisation) understanding of the Uganda nutrition action plan (nutrition policy)? (*probe: What is the policy about? How has it been interpreted in the organisation? What does this policy mean to the daily practice of various frontline workers?*)
2. What is the role of socio-political and organisation (e.g. management) context on decisions and practices of frontline workers?
 - a. What organisation conditions are influencing the nutrition practices of frontline workers? (*probe: conditions in government and non-government systems, health, agriculture,)*)
 - b. What are the incentives for provision of nutrition services? (*probe: What carrots and sticks accompany how frontline workers provide/not provide nutrition services?*)
 - c. What specific situations have influenced the decisions and practices of frontline workers engaged in nutrition? (e.g. *role of NGOs, influence of administration systems*)
3. How is your organisation influencing nutrition service delivery in sub-counties?
 - a. What is your/organisation understanding of integrated nutrition service delivery?
 - b. How has this understanding shaped nutrition services provided by frontline workers (health, agriculture, community development)?
4. What changes have occurred over the past 10 years (2009-2019) that have influenced nutrition programming/interventions in this district? (*on a timeline probe: role of politics, events in the communities, management related, role of NGOs*)
 - a) How have these changes shaped the delivery of nutrition services?
 - b) Which pressures do the different frontline workers experience from within and outside their organisation that influences nutrition services? (*probe: organisation performance monitoring, how do they deal with these pressures*)
 - c) What management systems are influencing the decisions and practices of frontline workers? (*probe: systems in government and non-government, ask for guiding policy documents*)
5. How has commitment for nutrition been generated in the sub-counties?
6. What challenges are faced in ensuring the integration of nutrition in services provided by different frontlines in the district?