

### Performance Specification Form - examples

Desired Performance	Actual Performance	Performance Gaps/ Strengths	Root Cause(s)	Interventions
<b>100% of designated regional support team members actually perform their role in training and supervision</b>	21.4% of designated regional support team members actually perform their role in training and supervision  Some Regional support team members did not have supervisory plans	<b>Gap:</b> 78.6% of regional support team members are not performing their role in training and supervision	1. Supervision was not part of team training for the Regional team  2. No job description for Regional support team  3. Lack of interest in Regional support team role	1. Train Regional support team members (both old and new) on supervision  2. MOH/Regional health Directors should provide a job description for the Regional support team and disseminate it to all stakeholders  3. Regional health Director to design and implement an incentive package to sustain interest of Regional support team members
<b>70% of HIV positive pregnant women receive ARV prophylaxis</b>	8% of HIV positive pregnant women receive ARV prophylaxis	<b>Gap:</b> 62% of HIV positive pregnant women are <u>not</u> receiving ARV prophylaxis	1. Low quality of counseling  2. Written guidelines for ordering drugs not available in health center	1a. On-site refresher training in counseling 1b. Mentoring/supportive supervision to reinforce counseling skills 1c. Non-monetary incentives  2. Obtain, read, and implement written guidelines for when & how to request drugs
<b>All (100%) providers care for victims of GBV according to standards</b>	38% of providers care for victims of GBV according to standards:  <u>Strengths:</u> Privacy (76%), Information on risk for HIV/AIDS (70.5%),	<b>Gap:</b> 62% of providers are not caring for victims of GBV according to standards	1. Knowledge and skills: existing HIV/AIDS training manual does not contain information on preventing sexual violence, GBV management, laws related to GBV; Supervision tools do not include GBV.	1a. Update the training manual to include GBV and Gender equality 1b. Update the supervision tools to include GBV 1c. Train providers with the revised training manual

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	Psychological support (58%)  <u>Weaknesses:</u> Information on emergency contraception (5.7%)		2. Organizational support and equipment: Insufficient equipment and supplies, no emergency contraceptives, no GBV protocols  3. Supervisors not trained in GBV and gender equality;  4. Annual appraisal does not include GBV management, gender equality, social change...	2a. Provide materials and supplies for GBV management (e.g., tracer drugs and diagnostics for STI/HIV) 2b. Disseminate national protocols for GBV management 2c. Integrate GBV management in provider and supervisors' job description 3. Train supervisors and providers on GBV and Gender equality 4. Integrate GBV management into annual appraisal system
<b><i>Increase from 25% to 80% of new ANC clients receiving HIV testing and counseling</i></b>	Increase from 25% to 70% of new ANC clients receiving HTC	<b>Relative Strength:</b> Although the goal of 80% was not reached, there was a 45% increase in the % of new ANC clients receiving HTC	1. Providers' recent training in HTC and supervisor support  2. Adequate supply of HTC tools and test kits  3. Clients' increased acceptance due to community education, resulting family support, and improved provider counseling	1a. Maintain supervisor support for providers 1b. Consider rewards/recognition for providers' improved skills in HTC  2. Ensure adequate supply of tools and test kits through supply chain  3. Reinforce community education messages during facility-based education and counseling activities