

Note: This is Online Appendix 1 of Mupara LM, Mogaka JJO, Brieger WR, Tsoka-Gwegweni JM. Scorecard metrics for assessing the extent of integration of community health worker programmes into national health systems. Afr J Prm Health Care Fam Med. 2021;13(1), a2691. <https://doi.org/10.4102/phcfm.v13i1.2691>

Online Appendix 1: CHW Programs integration documentary abstraction results.

CHW program component and HS building block	Integration parameter	Integration indicators	Benin	DRC	Ethiopia	Ghana	Kenya	Liberia	Madagascar	Malawi	Mali	Mozambique	Nigeria	Rwanda	Senegal	Sierra Leone	South Sudan	Tanzania	Uganda	Zambia	
1.CHWs' recruitment, education and certification (Human resources for health)	1.1 CHW selection criteria and recruitment process	1.1.1 Policy documents stipulate entry level educational qualifications as part of selection criteria	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	
		1.1.2 Policy documents include community membership or residency as part of selection criteria	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		1.1.3 Policy guidance on community involvement in CHW recruitment process like screening of candidates	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	No	Yes	Yes	Yes
		1.1.4 Policy documents mentions personal attributes as part of selection criteria	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	No	No
		1.1.5 Policy documents include female gender prioritisation as part of selection criteria	No	Yes	Yes	No	No	No	No	No	No	No	Yes	No	No	No	No	No	No	No	Yes
	1.2 Government sponsorship for CHW training	1.2.1 Government funds full tuition fees for CHW training	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
		1.2.2 Government sponsors book and stationery allowance for CHWs undergoing training	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
		1.2.3 Government sponsors accommodation allowance for CHWs undergoing training	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
		1.2.4 Government sponsors transport allowance for CHWs undergoing training	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
		1.2.5 Government sponsors stipend for CHWs undergoing training	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
	1.3 CHWs' training program accreditation	1.3.1 Government policy requires that CHW training institutions be accreditation by a national accreditation board	No	No	No	Yes	No	No	No	No	No	No	No	Yes	No	No	No	No	No	No	No
		1.3.2 Government policy requires that CHW training curriculum is approved and accredited by a national accreditation board	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes
		1.3.3 Government policy requires that CHW training providers accreditation by a national accreditation board	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
		1.3.4 Government policy includes CHWs post-training accreditation be done by national accreditation board	No	No	No	No	No	Yes	No	No	No	No	No	No	No	No	No	No	No	No	No
		1.3.5 Policy provides guidance on CHWs post qualification academic and career progression pathways	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
	1.4.1 Government policy documents provide	No	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes	Yes	Yes	

CHW program component and HS building block	Integration parameter	Integration indicators	Benin	DRC	Ethiopia	Ghana	Kenya	Liberia	Madagascar	Malawi	Mali	Mozambique	Nigeria	Rwanda	Senegal	Sierra Leone	South Sudan	Tanzania	Uganda	Zambia			
1.4 CHWs' training modalities	1.4.1 guidance on duration of CHW training																						
	1.4.2 Theory-focused knowledge and classroom component be made mandatory in policy documents	No	No	Yes	No	No	No	No	No	Yes	No	Yes	No	No	No	Yes	No	Yes	Yes	Yes	Yes		
	1.4.3 Practice-focused skills and field-based component be made mandatory in policy documents	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes		
	1.4.4 Additional in-service, ongoing, refresher or continuous training are described in policy documents	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No		
	1.4.5 End of course competency-based evaluation and certification is described in policy documents	No	No	No	No	No	No	No	No	Yes	No	No	No	No	No	No	No	No	No	No	No	No	
2. CHWs' roles and responsibilities (Service delivery)	2.1 CHWs' contractual agreements	2.1.1 Government policy indicate the need for CHWs to sign formal contractual agreements stipulating CHWs' working conditions	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	Yes	No	No	No	
		2.1.2 Government policy indicate the need for CHWs to sign formal contractual agreements stipulating CHWs' job responsibilities	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	Yes	No	No	No	
		2.1.3 Government policy indicate the need for CHWs to sign formal contractual agreements stipulating CHWs' working rights	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	Yes	No	No	No	
		2.1.4 Government policy indicate the need for CHWs to sign formal contractual agreements stipulating duration of employment	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	Yes	No	No	No	
		2.1.5 Government policy indicate the need for CHWs to sign formal contractual agreements stipulating remuneration terms	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	Yes	No	No	No	
	2.2 CHWs' roles and responsibilities	2.2.1 Policy documents indicate the need for role agreement among CHWs, community and health system	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		2.2.2 Policy documents describe the linkage between CHW cadres and the formal health system	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		2.2.3 Policy documents clarify the interventions and services delivered by CHWs to community and health system	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		2.2.4 Mode of transport for CHWs to access clients is described in the policy documents	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		2.2.5 CHWs' services population coverage ratios and areas are clearly defined in policy documents	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.3 CHWs' services linkage to health systems	2.3.1 Policy documents describe CHWs as the first tier or point of contact between community and health system	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	2.3.2 Policy guides how CHWs refer clients for health services that they cannot provide	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	2.3.3 Policy documents guide CHWs use of standardised referral tool for clients to take to the facility	No	No	No	No	No	No	No	No	No	No	No	Yes	No	No	No	No	Yes	No	No	Yes		

CHW program component and HS building block	Integration parameter	Integration indicators	Benin	DRC	Ethiopia	Ghana	Kenya	Liberia	Madagascar	Malawi	Mali	Mozambique	Nigeria	Rwanda	Senegal	Sierra Leone	South Sudan	Tanzania	Uganda	Zambia		
		2.3.4 Policy documents describe the transport system is availed to get clients to the referral facility	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	
		2.3.5 Policy documents defines health facilities, counter-refer patients to CHWs for follow-up	Yes	No	Yes	No	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes	No	No	
3. CHWs' remuneration (Health financing)	3.1 Funding for CHWs' incentives	3.1.1 Government fully funds CHW incentives	No	No	No	Yes	No	No	No	No	No	No	Yes	No	No	No	No	Yes	No	Yes	No	
		3.1.2 NGOs and donors fully fund CHW incentives through the government	No	No	No	No	No	No	No	No	No	No	Yes	No	No	No	No	No	No	No	No	No
		3.1.3 Government, donors, NGOs, and community collaboratively fund CHW incentives	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes	Yes	No	No
		3.1.4 Policy documents describe standardised package of financial incentives for CHWs	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
		3.1.5 Policy documents describe standardised package of non-financial incentives for CHWs	TBC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	No	No	No
	3.2 Standardised package of financial incentives	3.2.1 Policy documents guides how CHWs should be salaried	Yes	No	Yes	Yes	Yes	No	No	No	Yes	Yes	No	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes
		3.2.2 Government policy documents guide per diem and stipends (meals, incidental expenses, travel, hotel costs) payments	No	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes	No	No	No
		3.2.3 Policy documents describe how performance-based allowances for CHWs like bonus will be paid	Yes	Yes	No	No	No	No	Yes	Yes	No	Yes	No	No	Yes	Yes	No	No	No	No	No	No
		3.2.4 Cash payments from income generating projects is guided by policy documents	No	No	No	No	No	Yes	Yes	No	Yes	No	No	No	Yes	Yes	No	No	No	No	No	No
		3.2.5 Allowance from funds from user fee and cost recovery systems and commodity sales is guided by policy documents	No	No	No	No	No	No	No	Yes	No	Yes	No	No	No	Yes	No	No	No	No	No	No
	3.3 Standardised package of non-financial incentives	3.3.1 Policy guides modalities for preferential access to health care, accommodation and access to loans by CHWs	No	Yes	Yes	Yes	No	No	No	No	No	Yes	No	No	No	Yes	No	No	No	No	No	No
		3.3.2 Policy guides modalities for CHWs opportunity for professional development like education, certificates, promotion to high position	No	Yes	Yes	No	No	Yes	Yes	No	Yes	No	No	No	No	Yes	Yes	No	Yes	No	No	No
		3.3.3 Policy documents guide formal social recognition by other health workers and community	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	No	Yes	Yes	Yes	No	Yes	No	No	No
		3.3.4 Policy documents describe how work aids (bicycles, motorbikes, cell phones, flashlights) are provided to CHWs	No	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes	No	No	No	Yes	No	No	No
		3.3.5 Policy guides how work uniforms (T-shirts, name tags, badges, umbrella, boots, raincoats, bags, backpacks) will be provided to CHWs	No	Yes	No	No	No	No	Yes	Yes	No	No	Yes	No	Yes	No	No	No	Yes	No	No	No
4. CHW supervision (Leadership and governance)	4.1 CHWs' supervision structure	4.1.1 CHWs are employed by the government	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
		4.1.2 The government takes part in CHWs supervision	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		4.1.3 CHWs supervisors' roles are described in the policy documents	Yes	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	No

CHW program component and HS building block	Integration parameter	Integration indicators	Benin	DRC	Ethiopia	Ghana	Kenya	Liberia	Madagascar	Malawi	Mali	Mozambique	Nigeria	Rwanda	Senegal	Sierra Leone	South Sudan	Tanzania	Uganda	Zambia			
		4.1.4 Policy documents prescribe appropriate CHW supervisors training to prepare them to supervise CHWs	No	No	No	No	No	Yes	No	No	No	No	No	No	No	Yes	No	No	No	No	No		
		4.1.5 Policy documents guides how CHW supervisors get paid for supervising CHWs	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	
	4.2 CHWs' supervision mechanisms and modalities	4.2.1 Community health work is managed across all levels of the health system	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
		4.2.2 Appropriate supervisor-to-supervisee ratio is articulated in the policy documents	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	
		4.2.3 Policy documents define frequency of supervision for both CHWs and supervisor	Yes	No	Yes	No	No	No	No	Yes	No	Yes	No	No	No	No	Yes	No	No	No	No	No	
		4.2.4 Policy documents provide guidance on supervision checklists or tools used	No	No	Yes	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	
		4.2.5 Use of supervision feedback information is mandated in policy documents	No	No	No	No	No	No	No	No	No	No	No	Yes	No	No	No	No	No	No	No	No	
		4.3 CHWs' supportive supervision strategies	4.3.1 Policy documents prescribe service delivery observation at community and facility as a supportive supervision strategy	No	No	No	No	No	Yes	Yes	Yes	No	No	No	No	No	No	No	No	No	No	No	No
	4.3.2 Policy documents prescribe coaching and mentorship as a supportive supervision strategy	No	No	No	No	No	Yes	No	No	No	No	No	No	No	No	No	No	Yes	No	No	No		
	4.3.3 Policy documents community feedback as part of supervision strategies	No	No	Yes	No	No	No	No	No	Yes	No	No	No	No	No	No	No	No	No	No	No	No	
	4.3.4 Policy provide guidance on how technical and administrative support will be offered to CHWs	No	No	No	No	No	No	No	Yes	Yes	No	No	No	No	No	No	No	No	No	No	No	No	
	4.3.5 Policy documents provide guidance on use of performance evaluation and feedback for continued improvement	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	
	4.4 CHWs' performance management and evaluation by supervisors	4.4.1 Policy documents prescribe responsiveness to needs of the community as an indicator of CHWs' performance	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	
		4.4.2 Policy documents prescribe resourcefulness as an indicator of CHWs' performance	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	
		4.4.3 Policy documents prescribe team playing and cooperativeness as an indicator of CHWs' performance	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	
		4.4.4 Policy documents prescribe professional deportment as an indicator of CHWs' performance	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
		4.4.5 Policy documents prescribe service delivery as an indicator of CHWs' performance	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
	5. CHWs' information management (Health information)	5.1 CHWs' data collection mechanisms	5.1.1 Data confidentiality and security articulated in government policy documents	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
			5.1.2 Policy guides CHWs use digital technologies to enhance efficiency in data collection and processing	No	No	No	No	No	No	No	No	Yes	No	No	No	Yes	No	No	No	No	No	No	No

