## Respondent details

Age	
Sex	
Facility	
Job	СВМ
	СМ
	САА

- You are asked 8 questions.
- For each question, choose option A or B.
- Each option contains possible conditions to support your work as a CBM.
- You always have to choose **one** of the two options. Even if you are not sure, select the option that is best according to your opinio

	Do not select both options or leave both options blank.		
·	Do not select both options of leave both options blank.		
Question 1			
ption 1.A	П	Option 1.B	П
emuneration	60.000 TSH/month	Remuneration	60.000 TSH/month
raining	CBMs to attend a seminar at the centre on a specific health topic every 6 months	Training	CBMs to attend a seminar at the centre on a specific health topic every 2 months
Supervision	Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and give immediate feedback to CBMs	Supervision	Monthly progress review meetings + MST Dar Office visits CBMs in the field every months and a group picture is taken
Benefits Edentification	Once every 6 months, the best performing group of CBMs in Tanzania gets a health insurance covering Marie Stopes services of 50,000 TSH for each person CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag once	Benefits  Identification	Once every 6 months, the best performing group of CBMs in Tanzania gets a heal insurance covering Marie Stopes services of 50,000 TSH for each person CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag once
Question 2			
Option 2.A		Option 2.B	
emuneration	50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the CBM	Remuneration	50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the CE
raining	group CBMs to attend a seminar at the centre on a specific health topic every 6 months	Training	group  CBMs to attend a seminar at the centre on a specific health topic every 2 months
upervision	Monthly progress review meetings + MST Dar Office visits CBMs in the field every 6	Supervision	Monthly progress review meetings + MST Dar Office visits CBMs in the field every
enefits	months and a group picture is taken  Once every 6 months, the best performing group of CBMs in Tanzania gets a health	Benefits	months and a group picture is taken  Once every 6 months, the best performing CBM at your centre gets the opporture to the content of the con
dentification	insurance covering Marie Stopes services of 50,000 TSH for each person CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag once	Identification	to visit another centre CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card or
Question 3			
option 3.A		Option 3.B	
emuneration	50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the CBM	Remuneration	50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the Ct
raining	group  CBMs to attend a seminar at the centre on a specific health topic every 2 months	Training	group  CBMs to attend a seminar at the centre on a specific health topic every 6 month:
upervision	Monthly progress review meetings + MST Dar Office visits CBMs in the field every 6	Supervision	Monthly progress review meetings + MST Dar Office visits CBMs in the field ever
enefits	months and a group picture is taken Once every 6 months, the best performing CBM at your centre gets the opportunity	Benefits	months and a group picture is taken  Once every 6 months, the best performing group of CBMs in Tanzania gets a hea
	to visit another centre		insurance covering Marie Stopes services of 50,000 TSH for each person

## Question 4

Option 4.A		Option 4.B	
Remuneration	50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the CBM	Remuneration	50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the CBM
Training	group  CBMs to attend a seminar at the centre on a specific health topic every 2 months	Training	group  CBMs to attend a seminar at the centre on a specific health topic every 2 months
Supervision	Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and give immediate feedback to CBMs	Supervision	Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and give immediate feedback to CBMs
Benefits	Once every 6 months, the best performing group of CBMs in Tanzania gets a health insurance covering Marie Stopes services of 50,000 TSH for each person	Benefits	Once every 6 months, the best performing group of CBMs in Tanzania gets a health insurance covering Marie Stopes services of 50,000 TSH for each person
Identification	CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card once	Identification	CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag once

## Question 5

Question 5			
Option 5.A		Option 5.B	
Remuneration	60.000 TSH/month	Remuneration	60.000 TSH/month
Training	CBMs to attend a seminar at the centre on a specific health topic every 2 months	Training	CBMs to attend a seminar at the centre on a specific health topic every 6 months
Supervision	Monthly progress review meetings + MST Dar Office visits CBMs in the field every 6 months and a group picture is taken	Supervision	Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and give immediate feedback to CBMs
Benefits	Once every 6 months, the best performing group of CBMs in Tanzania gets a health insurance covering Marie Stopes services of 50,000 TSH for each person	Benefits	Once every 6 months, the best performing group of CBMs in Tanzania gets a health insurance covering Marie Stopes services of 50,000 TSH for each person
Identification	CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card once	Identification	CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card once
Question 6			
Option 6.A		Option 6.B	
Remuneration	50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the CBM group	Remuneration	60.000 TSH/month
Training	CBMs to attend a seminar at the centre on a specific health topic every 6 months	Training	CBMs to attend a seminar at the centre on a specific health topic every 2 months
Supervision	Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and	Supervision	Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and
Benefits	give immediate feedback to CBMs  Once every 6 months, the best performing CBM at your centre gets the opportunity to visit another centre	Benefits	give immediate feedback to CBMs  Once every 6 months, the best performing CBM at your centre gets the opportunity to visit another centre
Identification	CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card once	Identification	CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card once
Question 7 Option 7.A		Option 7.B	
Remuneration	60.000 TSH/month	Remuneration	60.000 TSH/month
Training	CBMs to attend a seminar at the centre on a specific health topic every 6 months	Training	CBMs to attend a seminar at the centre on a specific health topic every 6 months
Supervision	Monthly progress review meetings + MST Dar Office visits CBMs in the field every 6	Supervision	Monthly progress review meetings + MST Dar Office visits CBMs in the field every 6
Benefits	months and a group picture is taken  Once every 6 months, the best performing CBM at your centre gets the opportunity	Benefits	months and a group picture is taken  Once every 6 months, the best performing CBM at your centre gets the opportunity
Identification	CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card once	Identification	Children County (1997) County
Identification	to visit another centre	Identification	to visit another centre
Identification  Question 8	to visit another centre	Identification	to visit another centre
	to visit another centre	Identification  Option 8.B	to visit another centre
Question 8	to visit another centre		to visit another centre CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag once  50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the CBM
Question 8 Option 8.A	to visit another centre CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card once	Option 8.B	to visit another centre CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag once
Question 8  Option 8.A  Remuneration	to visit another centre CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card once  60.000 TSH/month CBMs to attend a seminar at the centre on a specific health topic every 2 months  Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and	Option 8.B	to visit another centre CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag once  50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the CBM group CBMs to attend a seminar at the centre on a specific health topic every 6 months  Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and
Question 8  Option 8.A  Remuneration  Training	to visit another centre CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card once  60.000 TSH/month CBMs to attend a seminar at the centre on a specific health topic every 2 months  Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and give immediate feedback to CBMs  Once every 6 months, the best performing CBM at your centre gets the opportunity	Option 8.B Remuneration Training	to visit another centre CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag once  50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the CBM group CBMs to attend a seminar at the centre on a specific health topic every 6 months  Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and give immediate feedback to CBMs  Once every 6 months, the best performing CBM at your centre gets the opportunity
Question 8 Option 8.A Resuncration Training Supervision	to visit another centre CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag + ID card once  60.000 TSH/month CBMs to attend a seminar at the centre on a specific health topic every 2 months Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and give immediate feedback to CBMs	Option 8.B Remuneration Training Supervision	to visit another centre CBMs will receive two blue Marie Stopes T-shirts + Marie Stopes bag once  50.000 TSH/month + 10.000 TSH extra for every 5 CPAC clients referred by the CBM group CBMs to attend a seminar at the centre on a specific health topic every 6 months Monthly progress review meetings including receiving monthly progress report + centre manager or centre administrative assistant accompany all vikundi visits and give immediate feedback to CBMs

THANK YOU!