

Table 3 CHW training, supervision and remuneration

	Egypt	Pakistan	Afghanistan
Training duration	Varies by government or NGO employing raedat. 2 d to 6 wk (8) Government employed raedats train for 5 d in a course focused on family planning, record keeping and communication skills (7, 8)	Government standardized. 3 mo full-time pre-service, 1 yr in-service given by physicians and other healthcare personnel. Most undergo additional elective skills based training (20)	Government standardized and conducted by NGOs. Three 3-wk training modules of increasing difficulty each separated by 1 mo of field work. Modules: 1. disease treatment, 2. maternal child health, 3. disease prevention (14, 15)
Percentage CHW receiving pre-service training	28–92% depending on the organization (7)	100% (20)	76% (15)
Retraining	Not standardized, may be included in supervision meetings (8)	Monthly retraining at health facilities and additional skills training courses available (13)	3-d course every 6 mo, may be included in supervision meetings (15)
Supervision meetings	Not standardized, monthly or bimonthly. ~30% are visited in the field (8)	Monthly meeting at health facility with supervisor, and monthly evaluation meeting in the field (13, 14)	Monthly meeting with supervisor in the field (15)
Percentage CHWs supervised	No data	97.7% (14)	97.8% (11)
Bases for evaluation of CHWs	Skills based, quality of record keeping, number of home visits, or new family planning acceptors (7, 8)	Client perceptions and a review of previous month's work (13)	No. of home visits, referrals to health facility, utilization of drugs and supplies, registry of mother and neonatal morbidity and mortality (15)
Yearly salary	US\$240–396 (2004) (8)	US\$918 (2015) (19)	None (10)

CHW = community health worker.