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Annexure C: Interview Guide – Regulatory Bodies

Individual or Group Interview sheet and interview guide for return-of-service scheme Councils

Thank you so much for agreeing to take time of your busy schedule to answer a few questions on my research. I am doing a research study to find out more about the government policies used to fund health professionals in training in exchange for a period of service in the public health sector. The study aims to understand more about the history and evolution of these policies, how they relate with other human resources for health policies, their rationale, and how they are monitored and reviewed. This component of the study aims to explore if there are possible ways that your council could be able to help in the monitoring of these schemes.

Everyone here is a manager that is involved in some way with the registration of selected skilled health professionals in the country. Your council has been approached as the council responsible for the registration of pharmacists, and/or medical doctors, and/or dentists, and/or physiotherapists, and/or speech therapists, and/or occupational therapists, and/or speech therapists, and/or audiologists, and/or dually qualified speech therapists and audiologists.

A group interview allows for a detailed discussion with a diverse group from the different units and divisions at once instead of hosting multitude of interviews with individuals within the council. That is the main reason why I have asked you to participate in the group interview. (For those who are unable to participate in a group interview this will read: I understand that it wasn't possible for you to be part of a group interview due to your schedule. Because I value your contribution it is for this reason that I still requested to have an individual discussion with you). Please do not be intimidated by anyone as the information collected is meant to enrich the schemes. Your individual and diverse inputs are therefore highly valued. The aim of the research is not to assess professional competence and the outcomes of the research will not have a negative impact on your employment. In addition, you are welcome to refer to internal organisational documents or the legislative framework (e.g. governing registration of health professionals and/or monitoring of constituent members' bursary obligations, etc) and/or even consult colleagues who you think might help remind you of detail that you might have forgotten. It's also ok to not have all the answers. Please remember that the session is being audio recorded, all names taken and/or mentioned during the discussion will be deleted from the transcript. You are welcome to let me know if you are not comfortable with that.

If you are happy with contents of this document and agree with the process could you kindly sign the consent forms and return to me before we start, if you haven't already done so. I am

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happy to answer any questions that you may have before we begin the discussion. Are there any questions that any of you would like to ask on the process before we start?

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No	Area of Interest/topic	Initial broad descriptive questions
1.	Relations with the Department of Health	- Could you describe the nature of the relations that the council has with the various departments of health (e.g. national, provincial or regional and district).
2.	Knowledge of government sponsored bursaries	- What do you know about government sponsored bursaries? - Are you satisfied by the way bursary schemes are implemented? - In your view(s), what ways could the bursary schemes be improved?
3.	Monitoring of government sponsored bursaries	- How are they monitored? - What ways could the council assist bursary policymakers in the monitoring of bursary holders? - What processes would need to be followed for councils to be able to assist government in the monitoring of bursary holders?
4.	Registration of domestic students	- What is the process involved in the registration of health sciences students under your jurisdiction whilst they are still students?
5.	Registration of students studying in foreign countries	- What is the process involved in the registration of health sciences students who are studying outside the country?
6.	Health professionals' registration	- What is the process involved in the registration of health sciences professionals immediately after completion of their studies?
7.	Membership renewal	- What is the process involved in the renewal of membership for health professionals under your jurisdiction? - Is there a way for renewal to be linked to ROS service conditions?
8.	Information System	- Is the information system used to register health professionals owned by your council? - Is your council open to the integration of the government's human resource information system with your registration system to allow for the monitoring of bursary holders to ensure that their council registration is linked with the place where they are meant to work (according to their contract)? - What challenges do you foresee with such a system?

Is there anything else that you would like to add on the discussion that we have just had?

Thank you once more for your assistance. You are free to assist me with documents that would guide the legal framework that your council would need to comply with if you were to assist government with the monitoring of the bursary schemes.