PEER SUPPORT STIPENDS:
Does the compensation match its value?

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Background

• Peer support strategies are increasingly featured as part of AFHS
• Peer supporters are generally not integrated as a formal cadre
• Roles and compensation are not standardized across various models and countries

• How sustainable is the peer support role in context of current compensation *(without costing other necessities related effective integration/training and support)*

• Dilemma of managing the principles and value of community volunteerism versus community health work and right to be remunerated and acknowledged
Study objectives

• Do peer support stipends sufficiently match or compensate the value of services provided?

• What are peer supporters’ views on the remuneration they receive?
Methods

- Descriptive statistics used to analyse quantitative data
- Thematic coding used to identify central themes where respondents provided qualitative data

Cross-section surveys

62 peer supporters
11 sub-Saharan countries
# Roles and Services of Peer Supporters

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<tr>
<th>Role</th>
<th>Services</th>
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<tr>
<td><strong>Counselling</strong></td>
<td>One-on-one or group counselling (adherence, SRH, stigma and disclosure).</td>
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<td><strong>Information &amp; education</strong></td>
<td>Health talks and sharing IEC materials. Text, WhatsApp &amp; social media communication for linkage to information &amp; services</td>
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<td><strong>Clinic services</strong></td>
<td>Manage clinic flow, triage activities, filing and appointment tracking, creating safe spaces and friendly corners with linkage to other services</td>
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<td><strong>Psychosocial support</strong></td>
<td>Home visits, returning those LTFU, organizing and running teen clubs or camps, support groups and fun sports/cultural activities</td>
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Gathered at the PATA 2018 Youth Summit
Participant Demographics

**Gender**
- 40% Female
- 60% Male

**Country of origin**
- 73% East Africa
- 19% Southern Africa
- 8% West-Central Africa
Number of hours worked vs compensation received

27 hours per week

= 67% of a standard 40-hour work week

$53 USD per month

= 46 cents per hour

Number of hours peer supporters spend providing peer support

Average peer supporter stipend per month.
Is the stipend your only source of income?

- Stipend is my only source of income: 62%
- Stipend is most of my income: 21%
- Stipend is around half of my income: 12%
- Stipend is less than half of my income: 5%

Percentage of respondents: 83%

Stipend is less than half of my income: 5%
What do you use your stipend for?

- **Transport costs for home visits / traveling to the clinic**: 40%
- **Family support**: 35%
- **Personal expenses**: 65%
- **Educational expenses**: 24%
- **Paying off debts**: 6%
- **Airtime for client follow-ups**: 9%
- **Running a small business**: 12%
Peer supporter satisfaction with stipend

- 22% Very satisfied
- 24% Fairly satisfied
- 40% Not very satisfied
- 14% Not at all satisfied

54% not satisfied with stipend
46% satisfied with stipend
• Peer support compensation should align with service value rendered

• To facilitate long-term sustainability, countries should consider recognising the cadre

• Where this is not yet possible, programs should harmonise compensation with the most comparable cadre
Thanks

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Learn more about PATA programmes and the PATA 2018 Youth Summit at www.teampata.org