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APPENDICES

Appendix A:

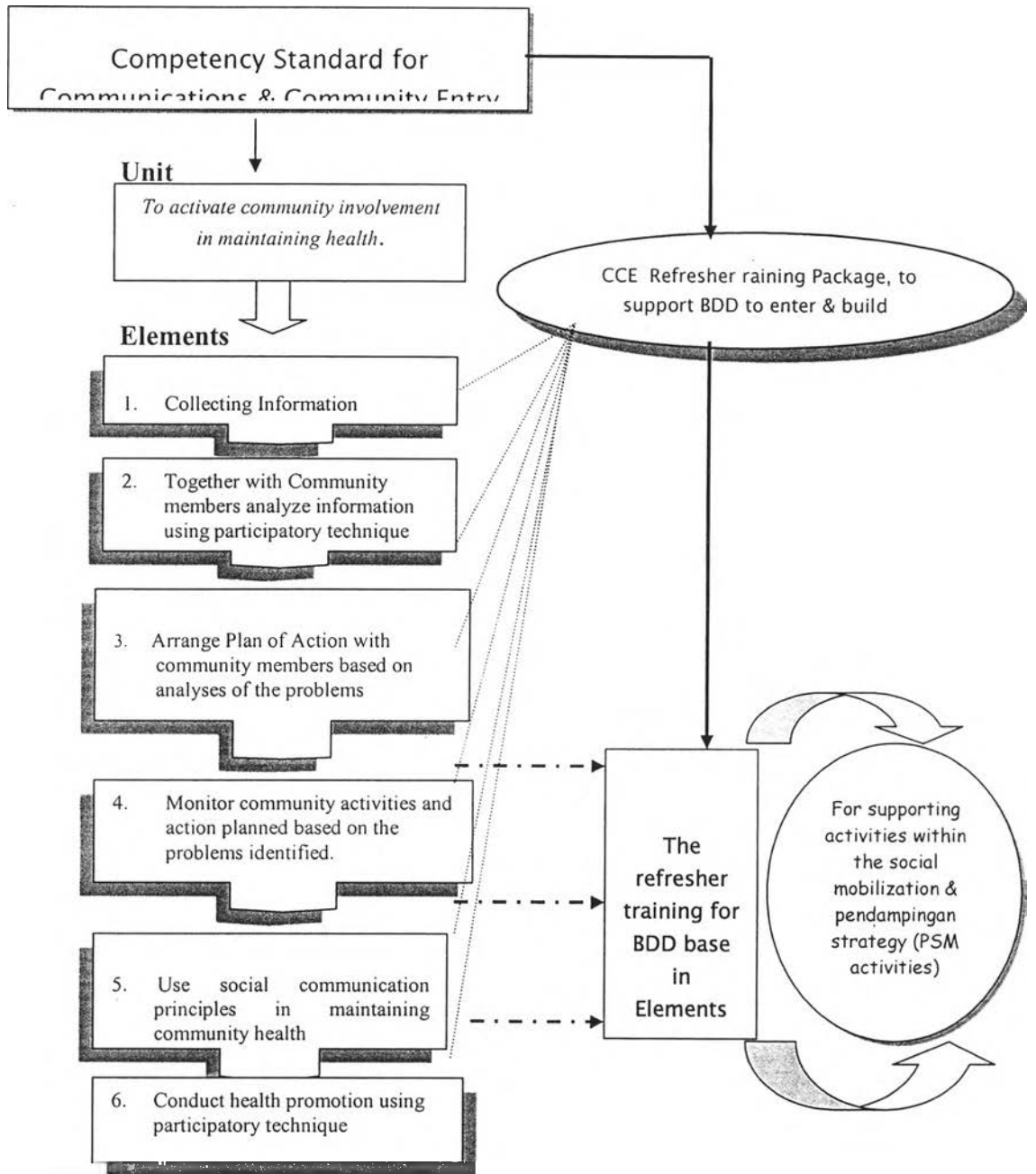
**COMPETENCY STANDARD FOR MIDWIFE (BdD) IN COMMUNICATION
AND COMMUNITY ENTRY**

Unit of Competency	Element of Competency	Performance Criteria
(1)	(2)	(3)
To activate community involvement in maintaining health.	1. Collect information on the characteristic & resources within the catchment's area of the work place.	1.1. Visit resource person to get data and information on demography composition, role of Gender, formal & informal structure and KIA problems in the work place. 1.2. Using Participatory Learning and Action with community group in collecting information on the characteristic & resources of the work place.
	2. With community members to analyze information on the characteristics and resources of the community, using participatory technique.	2.1. Prepare material for presentation on the characteristic and resources of the community as an input to assist with the analyses by community members. 2.2. Conduct meeting to present data / information to the community members which has been prepared. 2.3. With community members to list problems identified. 2.4. With community members to analyse the causes of the problem identified.

(1)	(2)	(3)
To activate community involvement in health maintenance.	3. With community members to arrange Plan of Action to address the problems identified	<p>3.1. Facilitate community members in identifying the cause of problems that need to be solved.</p> <p>3.2. Facilitate community members to divide the workload of activities to overcome the causes of problem, among groups of community members, BdD and others.</p> <p>3.3. Facilitate community members to arrange Plan of Action and Activity Time Schedule by groups of community members, BdD and others.</p>
	4. To monitor community activities and the action done based on the problems faced.	<p>4.1. Prepare time schedule to monitor the Plan of Action made by :</p> <ul style="list-style-type: none"> • Posyandu cadre • Traditional Birth Attendant (TBA) • Community leaders • Religious leaders • Community Council members based on the results of community analyses. <p>4.2. Conduct training and refresher training using adult learning method for :</p> <ul style="list-style-type: none"> • Posyandu cadre • TBA <p>4.3. Find resource persons with expertise in the problems identified.</p>

(1)	(2)	(3)
<p>To activate community involvement in health maintenance.</p>	<p>5. Promote social communication in community health maintenance.</p>	<p>5.1. Approach community leaders according to local custom.</p> <p>5.2. Work together with Health Cadre and Traditional Birth Attendants in the spirit of partnership.</p> <p>5.3. Facilitate meetings providing opportunities for those present to participate.</p> <p>5.4. To be active in attending community activities and ceremonies.</p> <p>5.5. Implement the appropriate health programs</p> <p>5.6. Work with the various resource persons to assist community members in solving the health problems of the village.</p>
	<p>6. Conduct health promotion using participatory methods</p>	<p>6.1 Provide information in an effective way.</p> <p>6.2. Conduct health promotion to individuals using counselling technique, to help individual to solve his / her own health problem.</p> <p>6.3. Conduct health promotion in groups using participatory technique, as means to help the group solve their health problems.</p>

Village Midwife In-service & Refresher Training based on the Standard Competency for Communications and Community Entry



Appendix B: Rekapitulation of Funds for Competency Based Training (CBT) in Buton distric

In units of Rupiah (Rp)																	
No	Training Package	Time	Total Days	Total Expenditure	Total Persons (Org) per Activity		Operational Costs										
							Honorarium		Materials	Transportation			Food	Board	FC / Report	Others	Class Room / Equipment (Rent)
							Honor resource persone	Honor Participant		Participants	Resource Per / Facilitator	Committee					
1	CCE - for BDD	22 s/d 26 Jan '99	5	11.202.500	11	Org	980.000	90.000	622.500	3.370.000	2.040.000	220.000	2.450.000	350.000	-	1.100.000	
2	CCE - for BDD	7 s/d 11 Feb '99	5	13.102.500	12	Org	1.200.000	90.000	717.500	3.730.000	3.015.000	240.000	2.360.000	350.000	-	1.400.000	
3	CCE - for BDD	13- 17 Nov '99	5	15.520.000	12	Org	1.200.000	90.000	910.000	6.480.000	2.470.000	270.000	2.100.000	800.000	-	1.200.000	
4	CCE - for BDD	23- 27 Nov '99	5	14.330.000	12	Org	960.000	90.000	810.000	5.640.000	2.310.000	270.000	2.650.000	400.000	-	1.200.000	
5	CCE - for BDD	1- 5 Dec '99	5	8.882.500	12	Org	960.000	90.000	962.500	2.085.000	375.000	260.000	2.650.000	300.000	-	1.200.000	
6	CCE - for BDD	22 s/d 26 Jan '00	5	12.052.500	11	Org	960.000	90.000	622.500	3.370.000	2.890.000	220.000	2.450.000	350.000	-	1.100.000	
7	CCE - for BDD	27 s/d 31 Jan '00	5	12.620.000	12	Org	1.200.000	90.000	765.000	4.000.000	2.115.000	250.000	2.450.000	350.000	-	1.400.000	
8	CCE - for BDD	1 s/d 5 Feb '00	3	11.630.000	12	Org	960.000	90.000	180.000	3.850.000	2.110.000	260.000	2.630.000	350.000	-	1.200.000	
9	CCE - for BDD	6 s/d 8 Feb '00	3	11.855.000	13	Org	960.000	90.000	175.000	4.090.000	2.320.000	240.000	2.230.000	350.000	-	1.200.000	
10	CCE - for BDD	7 s/d 11 Feb '00	5	12.972.500	12	Org	1.200.000	90.000	717.500	3.730.000	2.795.000	240.000	2.450.000	350.000	-	1.400.000	
11	CCE - for BDD	16-18 Feb'00	3	9.660.000	12	Org	960.000	90.000	325.000	3.195.000	820.000	230.000	2.540.000	300.000	-	1.200.000	
12	CCE - for BDD	20 - 25 Febr.00	3	8.525.000	9	Org	900.000	90.000	325.000	2.520.000	820.000	230.000	2.340.000	300.000	-	1.000.000	
13	CCE - for BDD	28 Feb s/d 1 Mar '00	3	10.835.000	11	Org	1.200.000	90.000	155.000	3.030.000	1.970.000	220.000	2.720.000	350.000	-	1.100.000	
14	CCE - for BDD	2 s/d 4 Mar '00	3	11.585.000	12	Org	1.200.000	90.000	170.000	3.595.000	1.985.000	240.000	2.675.000	350.000	-	1.300.000	
15	CCE - for BDD	13 s/d 15 Mar '00	3	12.320.000	13	Org	1.200.000	90.000	165.000	3.520.000	2.815.000	230.000	2.750.000	350.000	-	1.200.000	
16	CCE - for BDD	16 - 20 April 01	5	12.625.000	12	Org	1.150.000	90.000	845.000	5.155.000	1.110.000	280.000	2.025.000	570.000	-	1.400.000	
17	CCE - for BDD	27-31 Agt 00	4	12.650.000	12	Org	960.000	90.000	720.000	2.460.000	3.810.000	230.000	2.580.000	500.000	-	1.200.000	
18	CCE - for BDD	10 s/d 13 Sep '00	4	15.465.000	12	Org	960.000	90.000	570.000	5.720.000	3.175.000	250.000	3.020.000	500.000	-	1.200.000	
19	CCE - for BDD	15 s/d 18 Sep '00	4	16.040.000	12	Org	960.000	90.000	570.000	6.615.000	3.175.000	250.000	2.680.000	500.000	-	1.200.000	
20	CCE - for BDD	25-28 Sept 00	4	11.850.000	12	Org	960.000	90.000	570.000	2.480.000	3.380.000	230.000	2.440.000	500.000	-	1.200.000	
21	CCE - for BDD	29 Sept-1 Oct ' 00	4	8.810.000	12	Org	960.000	90.000	570.000	2.130.000	840.000	260.000	2.260.000	500.000	-	1.200.000	
22	CCE - for BDD	8-11 Oct'00	4	12.385.000	12	Org	1.200.000	90.000	570.000	3.090.000	3.175.000	240.000	2.420.000	500.000	-	1.100.000	
23	CCE - for BDD	13-16 Oct'00	4	11.675.000	12	Org	960.000	90.000	570.000	2.640.000	2.895.000	240.000	2.680.000	500.000	-	1.100.000	
24	CCE - for BDD	23-26 Oct' 00	4	11.870.000	12	Org	960.000	90.000	570.000	2.800.000	2.590.000	240.000	3.020.000	500.000	-	1.100.000	
25	CCE - for BDD	6-9 Nov '00	4	11.720.000	12	Org	960.000	90.000	570.000	2.550.000	3.270.000	240.000	2.440.000	500.000	-	1.100.000	
26	CCE - for BDD	23-26 Nov '00	4	12.515.000	12	Org	960.000	90.000	570.000	2.640.000	3.735.000	240.000	2.680.000	500.000	-	1.100.000	
27	CCE-Assesment (TNA)	26 April s/d 10 June 88	36	45.000.000	216	Org	-	-	-	-	-	-	-	-	-	-	
28	Assesment CCE	26 April-26 May 02	30	18.130.000	60	Org	-	-	-	-	-	-	-	-	-	-	
29	Analylas of assesment result	28-29 May 01	2	8.820.000	20	Org	-	-	-	-	-	-	-	-	-	-	
30	CCE - for BdD	12 s/d 15 June 01	4	12.150.000	12	Org	1.480.000	90.000	570.000	720.000	3.920.000	250.000	3.420.000	500.000	-	1.200.000	
31	CCE - for BdD	18 s/d 19 June 01	4	12.885.000	11	Org	1.080.000	90.000	535.000	2.630.000	3.480.000	240.000	3.250.000	500.000	-	1.100.000	
32	CCE - for BdD	20 s/d 23 June 01	4	13.345.000	11	Org	1.250.000	90.000	535.000	2.470.000	3.540.000	230.000	3.830.000	500.000	-	1.100.000	
33	CCE - for BdD	22 s/d 25 June 01	4	13.255.000	11	Org	1.280.000	90.000	535.000	3.100.000	3.280.000	240.000	3.130.000	500.000	-	1.100.000	
34	CCE - for BdD	26 s/d 30 June 01	4	12.765.000	11	Org	1.280.000	90.000	535.000	2.840.000	2.580.000	250.000	3.590.000	500.000	-	1.100.000	
35	CCE - for BdD	2 s/d 6 July 01	4	10.789.000	9	Org	880.000	90.000	465.000	2.520.000	2.180.000	220.000	3.034.000	500.000	-	900.000	
36	CCE - for BdD	17 s/d 20 July '01	4	13.543.000	7	Org	780.000	90.000	395.000	5.830.000	2.218.000	230.000	2.700.000	500.000	-	800.000	

No	Training Package	Time	Total Days	Total Expenditure	Total Persons (Org) per Activity		Operational Costs									
							Honorarium		Materials	Transportation			Food Board	FC / Report	Others	Class Room / Equipment (Rent)
							Honor recourse persone	Honor Participant		Participants	Resource Per / Facilitator	Committee				
37	CCE - for BdD	18 s/d 21 July '01	4	14,340,000	12	Org	1,280,000	90,000	570,000	5,495,000	2,165,000	240,000	2,800,000	500,000	-	1,200,000
38	CCE - for BdD	26 s/d 29 July '01	4	14,045,000	7	Org	780,000	90,000	395,000	6,525,000	2,065,000	210,000	2,680,000	500,000	-	800,000
39	CCE - for BdD	22 s/d 25 July '01	4	16,015,000	12	Org	1,280,000	90,000	605,000	7,530,000	2,165,000	245,000	2,300,000	500,000	-	1,300,000
40	CCE - for BdD	27 s/d 30 July '01	5	17,063,000	11	Org	1,050,000	90,000	513,000	9,337,000	2,213,000	230,000	2,130,000	500,000	-	1,000,000
41	CCE - for BdD	1s/d 10 August '01	6	15,370,000	9	Org	880,000	90,000	465,000	6,260,000	2,165,000	210,000	3,900,000	500,000	-	900,000
42	CCE - for BdD	12 s/d 16 August '01	4	12,023,000	7	Org	680,000	90,000	395,000	4,905,000	2,143,000	210,000	2,300,000	500,000	-	800,000
43	Assessment CCE	20 August- 7 Nov '01	18	19,840,000	60	Org	-	-	-	-	-	-	-	-	-	-
44	CCE - for BDD	25-28 Sept 01	5	8,780,000	12	Org	960,000	90,000	570,000	2,130,000	840,000	230,000	2,280,000	500,000	-	1,200,000
45	Assessment CCE	6 s/d 10Nov'01	6	11,180,000	27	Org	-	-	-	-	-	-	-	-	-	-
46	CCE - for BdD	12 s/d 16 Nov'01	5	13,152,500	12	Org	2,800,000	90,000	625,000	5,030,000	315,000	250,000	2,130,000	512,500	-	1,400,000
47	CCE - for BdD	6,7,8,9 Dec'01	4	10,635,000	7	Org	1,650,000	90,000	545,000	4,450,000	290,000	210,000	2,450,000	150,000	-	800,000
48	Assesment CCE	Dec '01 s/d Jan '02	6	7,160,000	19	Org	-	-	-	-	-	-	-	-	-	-
49	CCE - for BdD	19-23 Dec '02	5	9,813,000	11	Org	1,035,000	90,000	500,000	3,880,500	210,000	220,000	2,627,500	150,000	-	1,100,000
50	CCE - for BdD	23- 27 Jan '02	5	7,672,000	9	Org	935,000	90,000	300,000	1,404,500	675,000	225,000	2,992,500	150,000	-	900,000
51	CCE - for BdD	26 - 30 Apr'02	5	9,357,500	6	Org	855,000	90,000	200,000	4,305,000	545,000	210,000	2,302,500	150,000	-	700,000
52	CCE - for BdD	1 s/d 5 May '02	5	9,457,000	12	Org	1,155,000	90,000	810,000	2,750,000	475,000	280,000	2,397,000	100,000	-	1,400,000
53	CCE - for BdD	7 s/d 11 May '02	5	9,782,500	12	Org	1,155,000	90,000	670,000	2,788,000	675,000	280,000	2,624,500	100,000	-	1,400,000
54	CCE - for BdD	12 s/d 19 May '02	5	11,602,500	5	Org	920,000	90,000	940,000	4,100,000	500,000	210,000	3,992,500	150,000	-	700,000
55	CCE - for BdD	21 s/d 28 May '02	5	12,220,000	8	Org	720,000	90,000	790,000	4,300,000	480,000	215,000	4,675,000	150,000	-	800,000
56	CCE - for BdD	2- 9 June '02	5	9,762,500	8	Org	820,000	90,000	930,000	2,960,000	480,000	215,000	3,317,500	150,000	-	800,000
57	CCE - for BdD	11 - 18 June '02	5	11,122,500	7	Org	720,000	90,000	910,000	4,200,000	240,000	215,000	3,847,500	150,000	-	750,000
58	CCE - for BdD	21 - 28 June '02	5	11,096,500	6	Org	740,000	90,000	800,000	4,000,000	369,000	210,000	4,037,500	150,000	-	700,000
59	Assessment CCE	1 - 8 July '02	8	13,900,000	31	Org	-	-	-	-	-	-	-	-	-	-
60	CCE - for BdD	23 - 30 July '02	4	10,911,500	10	Org	2,155,000	90,000	480,000	2,200,000	2,654,000	230,000	1,852,500	260,000	-	1,000,000
61	CCE - for BdD	3 - 10 August '02	4	15,707,500	10	Org	2,875,000	90,000	850,000	2,300,000	5,365,000	230,000	2,972,500	326,000	-	1,000,000
62	CCE - for BdD	12 - 19 August '02	4	14,050,000	12	Org	2,375,000	90,000	450,000	2,300,000	4,670,000	250,000	2,465,000	250,000	-	1,200,000
63	CCE - for BdD	22 - 28 August '02	4	11,075,000	9	Org	2,275,000	90,000	450,000	2,300,000	2,370,000	225,000	2,215,000	250,000	-	900,000
64	CCE - for BdD	1 - 8 Sep '02	4	13,039,000	12	Org	2,475,000	90,000	450,000	2,400,000	3,959,000	250,000	1,965,000	250,000	-	1,200,000
65	CCE - for BdD	11 - 18 Sep '02	4	11,185,000	10	Org	2,035,000	90,000	450,000	2,200,000	1,070,000	230,000	3,880,000	250,000	-	1,000,000
66	CCE - for BdD	22 - 29 Sep '02	5	10,895,000	6	Org	2,035,000	90,000	450,000	2,200,000	2,920,000	210,000	2,040,000	250,000	-	700,000
67	Assessment CCE	2 - 3 Oct '02	2	7,160,000	19	Org	-	-	-	-	-	-	-	-	-	-
68	CCE - for BdD	16- 18 Oct '02	5	9,670,000	6	Org	2,035,000	90,000	600,000	2,885,000	220,000	412,000	2,677,500	180,000	-	700,000
69	CCE - for BdD	17 - 22 Nov '02	6	8,828,000	9	Org	1,278,000	90,000	200,000	1,866,000	148,000	228,000	3,890,000	180,000	-	900,000
70	CCE - for BdD	21- 28 Dec '02	6	8,890,000	9	Org	1,555,000	90,000	350,000	1,740,000	185,000	300,000	3,620,000	180,000	-	900,000
	Total		374	871,897,000	1,078	Org	76,546,000	5,680,000	33,750,600	222,820,600	126,831,000	14,857,000	172,065,600	22,607,500	-	66,550,000
	Unit Cost per participant			4,036,634	639	Org										

Appendix C: Rekapitulation of Funds for Conventional Training (CT) in Muna District

In units of Rupiah (Rp)

No	Training Package	Time	Total Days	Total Expenditures	Total Persons (Org) per Activity	Operational Costs									
						Honorarium		Materials	Transportation			Food Board	FC / Report	Others	Class Room / Equipment (Rent)
						Honor resource persons	Honor Participant		Participants	Resource Per / Facilitator	Committee				
CCE Training															
1	Assessment TNA	7 Sept s/d 3 Oct '98	28	31.750.000	172 Org	-	-	-	-	-	-	-	-	-	-
3	CCE - for Midwives (BaD)	13- 16 dec '98	4	9.542.500	25 Org	450.000	90.000	717.500	3.730.000	2.015.000	240.000	1.450.000	150.000	-	700.000
5	CCE - for Midwives (BaD)	27 s/d 31 Jan '00	4	9.355.000	25 Org	450.000	90.000	750.000	3.370.000	2.200.000	220.000	1.450.000	125.000	-	700.000
7	CCE - for Midwives (BaD)	1 s/d 5 Feb '00	4	10.340.000	30 Org	450.000	90.000	800.000	4.000.000	2.400.000	250.000	1.450.000	150.000	-	750.000
9	Assessment CCE	20 Agust- 7 Nov '01	7	9.250.000	11 Org	-	-	-	-	-	-	-	-	-	-
11	CCE- for midwives (BaD)	25-28 Sept 01	4	9.340.000	25 Org	450.000	90.000	720.000	3.370.000	2.200.000	210.000	1.450.000	150.000	-	700.000
13	Assessment CCE	6 s/d 10Nov'01	4	17.500.000	40 Org	-	-	-	-	-	-	-	-	-	-
15	CCE - for Midwives (BaD)	12 s/d 16 Nov'01	4	9.365.000	25 Org	450.000	90.000	750.000	3.370.000	2.200.000	230.000	1.450.000	125.000	-	700.000
17	CCE - for Midwives (BaD)	9,10,11,12 Dec'01	4	9.720.000	27 Org	450.000	90.000	785.000	3.400.000	2.380.000	250.000	1.500.000	135.000	-	730.000
19	Assessment CCE	Jan '02	7	18.250.000	46 Org	-	-	-	-	-	-	-	-	-	-
21	CCE - for Midwives (BaD)	19-23 Dec '02	4	9.560.000	26 Org	450.000	90.000	760.000	3.390.000	2.300.000	230.000	1.470.000	150.000	-	720.000
23	CCE - for Midwives (BaD)	23- 27 Jan '02	4	9.365.000	25 Org	450.000	90.000	750.000	3.370.000	2.200.000	230.000	1.450.000	125.000	-	700.000
25	CCE - for Midwives (BaD)	26 - 30 Apr'02	4	10.228.000	19 Org	450.000	90.000	500.000	3.880.500	2.210.000	220.000	1.627.500	150.000	-	1.100.000
27	CCE - for Midwives (BaD)	2- 9 June '02	4	12.132.500	25 Org	450.000	90.000	1.940.000	4.100.000	2.500.000	210.000	1.992.500	150.000	-	700.000
29	Assessment CCE	1- 8 July '02	8	9.850.000	35 Org	-	-	-	-	-	-	-	-	-	-
31	Assessment CCE	2 - 23 Oct '02	11	8.680.000	40 Org	-	-	-	-	-	-	-	-	-	-
Total			106	194.228.000	596 Org	4.500.000	900.000	8.472.500	35.980.500	22.805.000	2.290.000	15.290.000	1.410.000	-	7.500.000
Unit Cost per participant				1.129.232,66											

Appendix D.

The Results of the Statistics Test by SPSS Program (Cross tabs of Frequencies, Mean and Paired Samples Test)

Table D.1. Frequencies of education level of CBT and CT

		educlev		Total	
		D1	D3		
distcat	Muna (CT)	Count	159	13	172
		% within distcat	92.4%	7.6%	100.0%
	Buton (CBT)	Count	148	68	216
		% within distcat	68.5%	31.5%	100.0%
Total		Count	307	81	388
		% within distcat	79.1%	20.9%	100.0%

Table D.2 Frequencies of status workers of CBT and CT

		statwork		Total	
		Civil servant (PNS)	Contracted midwife (PTT)		
distcat	Muna	Count	129	43	172
		% within distcat	75.0%	25.0%	100.0%
	Buton	Count	112	104	216
		% within distcat	51.9%	48.1%	100.0%
Total		Count	241	147	388
		% within distcat	62.1%	37.9%	100.0%

Table D.3 Frequencies of midwives competent for CBT and CT

		Competency		Total	
		Not competent	Competent		
distcat	Muna	Count % within distcat	149 87.0%	23 13.0%	172 100.0%
	Buton	Count % within distcat	86 39.8%	130 60.2%	216 100.0%
Total		Count % within distcat	234 60.3%	154 39.7%	388 100.0%

Table D.4 Average age and working experience of midwife (CBT)**Statistics**

		age	workexp
N	Valid	216	216
	Missing	172	172
Mean		35.57	10.09
Minimum		28	4
Maximum		47	19
Sum		7683	2180

Table D.5 Average of age and work experience of midwife (CT)**Statistics**

		age	workexp
N	Valid	172	172
	Missing	216	216
Mean		31.15	8.05
Minimum		24	4
Maximum		39	15
Sum		5357	1384

Table D.6 Paired samples test of midwife characteristics**Paired Samples Test**

	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviator	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Pair 1 distcat - compe	.1495	.52170	.02649	.0974	.2016	5.644	387	.000

Paired Samples Test

		Paired Differences				t	df	Sig. (2-tailed)	
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
					Lower	Upper			
Pair 1	statwork - distcat	-.1778	.60730	.03083	-.2385	-.1172	-5.768	387	.000
Pair 2	distcat - age	-32.0515	4.90345	.24894	-32.5410	31.5621	-128.755	387	.000
Pair 3	distcat - educlev	.3479	.54281	.02756	.2938	.4021	12.626	387	.000
Pair 4	distcat - workexp	-7.6289	4.61672	.23438	-8.0897	-7.1681	-32.549	387	.000
Pair 5	distcat - competency	.1598	.50856	.02582	.1090	.2106	6.189	387	.000

CURRICULUM VITAE

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