

**HIV Stigma Measurements in
Healthcare Settings in Barbados
– A Survey of Health Care
Workers**

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Acknowledgement

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Structure of Presentation

- ❑ Background & Rationale
- ❑ National Efforts Addressing Stigma & Discrimination
- ❑ Study Objective
- ❑ Domains of the Study
- ❑ Methodology
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- ❑ Summary of Findings

Background & Rationale

- ❑ Stigma and discrimination are globally recognized as barriers to HIV prevention , care and treatment services (Mahajan, A.P. 2008) (Holzemer, W.L., et al. 2007).
- ❑ Research has shown that S&D deters testing, disclosing one's HIV status, practicing prevention, seeking health care and adhering to treatment (MacQuarrie, K., T. Eckhaus, and L. Nyblade 2009).
- ❑ Decades of research have also demonstrated that stigma and discrimination is pervasive in all spheres of life, including healthcare facilities. S&D in health facilities is particularly damaging and has negative impacts not only on clients, but also on staff working in health facilities (Mahendra, V.S., et al. 2007)

Background & Rationale

- ❑ Forms of stigma and discrimination documented in health facilities globally (Brickley et al., 2008; Thi et al., 2008; Varga and Brooks, 2008; Oahn et al,2008; Reis et al, 2005; MacQuarrie et al, 2009), and in the Caribbean (Abell et al, 2007;Andrewin and Chien, 2008; Foreman et al, 2003; Massiah et al, 2004; Rutledge et al, 2009), range from outright denial of care and breaches of confidentiality to longer wait times, sub-standard care, unnecessary isolation, gossip, scolding and judgment.

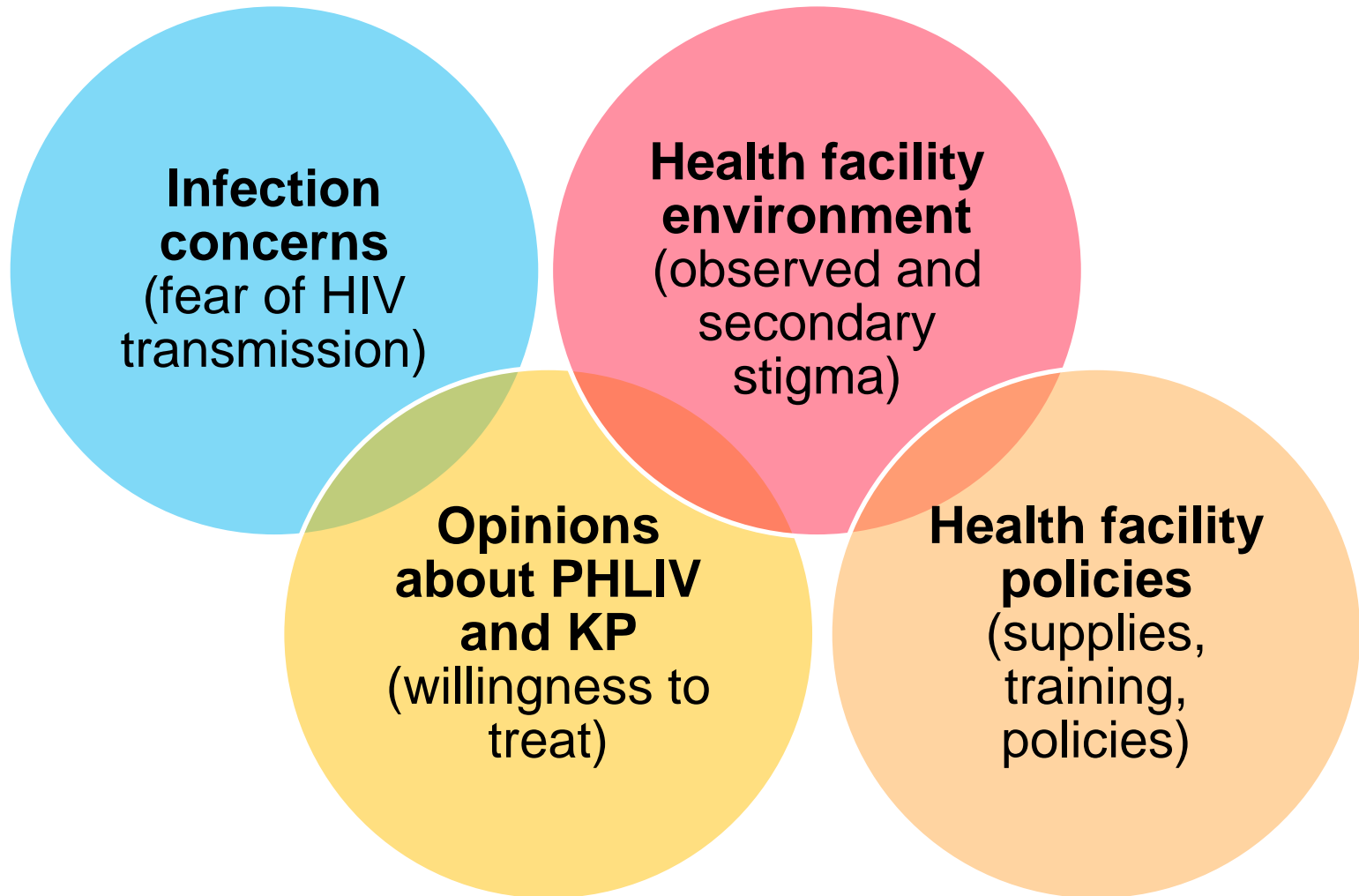
National Efforts Addressing S&D

- ❑ The vision of reducing stigma and discrimination as key to defeating and mitigating the impact of HIV is shared by The Regional Agencies and wholeheartedly accepted by country partners including Barbados
- ❑ The Barbados National Strategic Plan includes as part of its vision “Zero Discrimination” which is in keeping with regional targets suggested by Regional partners

Study Objective:

- ❑ To measure the prevalence of stigma and discrimination among staff in selected health facilities in Barbados

Four Domains of the Survey



Methodology

- ❑ Multi-stage sampling approach. The workers were stratified at the level of the broad occupation classification:
 - ❑ All adults working in a public or private health facility at the primary, secondary or tertiary level
 - ❑ All categories of workers (both technical and non-technical)
 - ❑ Within each stratum, quota sampling will be re-applied in the selection of respondents for the survey
- ❑ Self-Administered with some interviewer administered

Methodology

- ❑ Measurement tool was adapted from a brief, standardized questionnaire on stigma and discrimination that is used in other countries
- ❑ Questionnaire is administered to all categories of health workers (both technical and non-technical)
 - ❑ The former will include senior technical/professional staff (including specialists), other technical staff as well as senior administrative staff. The latter would include all other administrative staff and ancillary staff.

Methodology

- ❑ Dissemination workshop
 - ❑ Workshop targeting key stakeholders involved in the National Response
 - ❑ Stakeholders use the data to validate findings, interpret result and identify recommendations which will inform the country priorities for the response
 - ❑ Process guided by key questions:
 - ❑ What are your thoughts about these results? Were you expecting them to be at this level, or lower, higher? Why?
 - ❑ What do you recommend be done to change the situation implied by these results and create a safer environment for staff and a more welcoming environment for patients?
 - ❑ Buy-in from Key Decision makers facilitated

Sample Size by Facility Type

Facility Type	Count	Percentage
National Referral Hospital	248	63%
Health Centre/Polyclinics	50	13%
Other Hospitals	95	24%
Total	393	

Results

*Infection Concerns and
Use of Precautionary
Measures*

Areas of Concern About HIV Exposure by Job Category(By Percentage)

Areas of Concern		Support Administrative Staff	Medical Personnel	Cleaning/ Auxiliary Staff	Pharmacists/ Technicians	Position Not Given	Total
Dressed the wounds of a patient living with HIV	n	22	230	11	4	1	268
	Not worried	40.9	77.4	36.4	50.0	100.0	72.4
	Worried	59.1	21.7	54.5	50.0	0.0	26.5
	Not stated	0.0	0.9	9.1	0.0	0.0	1.1
Drew blood from a patient living with HIV	n	20	196	6	4	1	227
	Not worried	40.0	67.9	33.3	50.0	100.0	64.3
	Worried	60.0	31.6	50.0	50.0	0.0	34.8
	Not stated	0.0	0.5	16.7	0.0	0.0	0.9
Gave an injection to a patient living with HIV	n	20	211	6	4	1	242
	Not worried	40.0	74.4	33.3	75.0	100.0	70.7
	Worried	60.0	25.1	50.0	25.0	0.0	28.5
	Not stated	0.0	0.5	16.7	0.0	0.0	0.8

Precautionary Measures Adopted by Job Category

Measures Adopted		Support Administrative Staff	Medical Personnel	Cleaning/ Auxiliary Staff	Pharmacists/ Technicians	Position Not Given	Total
Wear double gloves when providing care/services for a patient living with HIV	n	23	241	28	4	1	297
	Yes	21.7	16.2	32.1	0.0	0.0	17.8
	No	78.3	82.2	60.7	100.0	100.0	80.1
	Not stated	0.0	1.7	7.1	0.0	0.0	2.0
Wear gloves during all aspects of the patient's care when providing care/services for a patient living with HIV	n	19	242	19	4	1	285
	Yes	36.8	22.7	68.4	0.0	0.0	26.3
	No	63.2	75.6	26.3	100.0	100.0	71.9
	Not stated	0.0	1.7	5.3	0.0	0.0	1.8
Use any special infection control measures.	n	19	243	20	3	1	286
	Yes	42.1	22.6	25.0	0.0	0.0	23.8
	No	57.9	75.3	65.0	100.0	100.0	73.8
	Not stated	0.0	2.1	10.0	0.0	0.0	2.4

Results

*Health Facility
Environment*

Observed Practices in Health Facility by Job Category(By Percentage)

Observed Practices		Support Administrative Staff	Medical Personnel	Cleaning/ Auxiliary Staff	Pharmacist/ Technicians	Position Not Given	Total
Sample size (n)		27	217	18	4	1	267
Healthcare workers unwilling to care for a male patient who has sex with men	Never observed	88.9	85.7	88.9	100.0	0.0	86.1
	Observed	3.7	12.9	5.6	0.0	0.0	11.2
	Not stated	7.4	1.4	5.6	0.0	100.0	2.6
Healthcare workers providing poorer quality care to patients living with HIV than to other patients	Never observed	81.5	82.9	88.9	75.0	0.0	82.8
	Observed	11.1	15.7	5.6	25.0	0.0	14.6
	Not stated	7.4	1.4	5.6	0.0	100.0	2.6
Healthcare workers providing poorer quality care to a male patient who has sex with men	Never observed	85.2	83.9	94.4	100.0	0.0	84.6
	Observed	7.4	14.7	0.0	0.0	0.0	12.7
	Not stated	7.4	1.4	5.6	0.0	100.0	2.6
Healthcare workers talking badly about people living with HIV	Never observed	70.4	59.9	88.9	100.0	0.0	63.3
	Observed	22.2	37.8	5.6	0.0	0.0	33.3
	Not stated	7.4	2.3	5.6	0.0	100.0	3.4

Observed Practices in Health Facility by Job Category(By Percentage)

Observed Practices		Support Administrative Staff	Medical Personnel	Cleaning/ Auxiliary Staff	Pharmacists/ Technicians	Position Not Given	Total
Sample size (n)		27	217	18	4	1	267
Healthcare workers talking badly about a male patient who has sex with men	Never observed	70.4	58.5	83.3	100.0	0.0	61.8
	Observed	22.2	40.1	11.1	0.0	0.0	35.6
	Not stated	7.4	1.4	5.6	0.0	100.0	2.6
Healthcare workers talking badly about a patient who is a sex worker	Never observed	77.8	70.0	83.3	100.0	0.0	71.9
	Observed	14.8	28.1	11.1	0.0	0.0	25.1
	Not stated	7.4	1.8	5.6	0.0	100.0	3.0
Healthcare workers talking badly about a patient who is transgender	Never observed	81.5	74.7	83.3	100.0	0.0	76.0
	Observed	11.1	23.5	11.1	0.0	0.0	21.0
	Not stated	7.4	1.8	5.6	0.0	100.0	3.0

Instances of Secondary Stigma Experienced by Job Category

Instances of Secondary Stigma		Support Administrative Staff	Medical Personnel	Cleaning/Auxiliary staff	Pharmacist/Technicians	Position Not Given	Total
Experienced people talking badly about you because you care for patients living with HIV	Sample size (n)	29	248	32	6	2	317
	Not worried	86.2	94.4	75.0	100.0	0.0	91.2
	Worried	6.9	4.0	18.8	0.0	50.0	6.0
	Not stated	6.9	1.6	6.3	0.0	50.0	2.8
Been avoided by friends because you care for patients living with HIV							
	Not worried	86.2	92.3	80.0	100.0	0.0	90.2
	Worried	6.9	5.6	13.3	0.0	50.0	6.7
	Not stated	6.9	2.0	6.7	0.0	50.0	3.2
Been avoided by colleagues because you care for patients living with HIV							
	Not worried	85.7	95.2	80.0	100.0	0.0	92.4
	Worried	7.1	2.8	13.3	0.0	50.0	4.5
	Not stated	7.1	2.0	6.7	0.0	50.0	3.2

Results

Health Facility Policies

Views on Policy and Work Environment in the Facility by Job Category (By Percentage)

Statements on Policy & Environment		Support Administrative Staff	Medical Personnel	Cleaning / Auxiliary Staff	Pharmacist/Technicians	Position Not Stated	Total
I will get in trouble at work if I do not follow the policies to protect patients living with HIV	Yes	41.8	67.7	56.1	40.0	60.0	60.8
	Do not know	46.3	24.0	35.1	60.0	40.0	30.5
	Not stated	3.0	1.6	1.8	0.0	0.0	1.8
My health facility has policies to protect patients living with HIV from discrimination	Yes	22.4	34.6	45.6	0.0	60.0	33.6
	Do not know	68.7	53.1	45.6	70.0	40.0	55.0
	Not stated	3.0	1.6	1.8	0.0	0.0	1.8
You have access to post-exposure prophylactic medications in your health facility	Yes	28.4	72.4	29.8	50.0	80.0	58.3
	Do not know	55.2	12.6	42.1	40.0	20.0	98.5
	Not stated	1.5	1.2	1.8	10.0	0.0	1.5

Levels of Agreement with Statements on Policy and Environment by Job Category

Statements on Policy & Environment		Support Administrative Staff	Medical Personnel	Cleaning/ Auxiliary Staff	Pharmacist/ Technicians	Position Not Stated	Total
Sample size (n)		67	254	57	10	5	393
I would never test a patient for HIV without the patient's informed consent	Agree	77.6	89.8	73.7	90.0	100.0	85.5
	Not stated	6.0	2.4	3.5	10.0	0.0	3.3
There are adequate supplies (e.g., gloves) in my health facility that reduce my risk of becoming infected with HIV	Agree	71.6	72.0	77.2	60.0	100.0	72.8
	Not stated	6.0	1.6	1.8	10.0	0.0	2.5
At my health facility, there are standardized procedures/ protocols In my health facility that reduce my risk of becoming infected with HIV	Agree	79.1	87.0	82.5	80.0	100.0	85.0
	Not stated	6.0	2.0	5.3	0.0	0.0	3.6

Results

*Opinions about People Living with HIV
And
Willingness to Care*

Opinions About Becoming Infected with HIV by Job Category (By Percentage)

Opinions Related to People Living With HIV		Support Administrative Staff	Medical Personnel	Cleaning/Auxiliary Staff	Pharmacist/Technicians	Position Not Stated	Total
Most PLHIV do not care if they infect other people	Agree	40.3	40.6	54.4	30.0	40.0	42.2
	Not stated	7.5	2.8	3.5	10.0	0.0	3.8
Most people living with HIV have had many sexual partners	Agree	17.9	15.4	26.3	20.0	0.0	17.3
	Not stated	0.0	1.6	3.5	10.0	0.0	1.8
People get infected with HIV because they engage in irresponsible behaviours	Agree	34.3	27.6	49.1	30.0	0.0	31.6
	Not stated	0.0	2.8	5.3	10.0	0.0	2.8
HIV is punishment for bad behaviour	Agree	4.5	3.1	12.3	0.0	0.0	4.6
	Not stated	0.0	1.6	3.5	10.0	0.0	1.8
Men Decide Or Learn That They Want To Be a Man Who Has Sex With Other Men	Agree	64.2	54.7	52.6	70.0	60.0	56.5
	Not stated	1.5	3.5	3.5	10.0	0.0	3.3

Opinions About Becoming Infected with HIV by Job Category (By Percentage)

Opinions Related to Providing Services to at Risk Populations		Support Administrative Staff	Medical Personnel	Cleaning/Auxiliary Staff	Pharmacist/Technicians	Not Stated	Total
I would prefer not to provide services to men who have sex with men							
	Agree	23.9	9.1	28.1	0.0	0.0	14.0
	Not stated	0.0	3.1	3.5	20.0	0.0	3.1
I would prefer not to provide services to sex workers							
	Agree	13.4	5.9	10.5	0.0	0.0	7.6
	Not stated	1.5	3.5	3.5	0.0	0.0	3.1
I would prefer not to provide services to: TG							
	Agree	13.4	7.5	12.3	10.0	0.0	9.2
	Not stated	1.5	2.0	3.5	10.0	0.0	2.3

Summary of Key Findings

- ❑ The percentage of respondents expressing infection concerns, in such areas as the use of gloves, were significant, across both medical and non-medical categories of workers.
- ❑ Clear relationship between the reported observed stigma levels and the perception that most health facility staff would be hesitant to seek healthcare in their facility if they were living with HIV
- ❑ A relatively high number of respondents cited facility-level policies to protect patients living with HIV from discrimination where they did not exist
- ❑ Some headway was made in the traditional stigma markers, however traditional discriminatory practices still exist as reflected in an unwillingness to treat PLHIV & KAP

Thank You

Questions and Comments?