# 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?

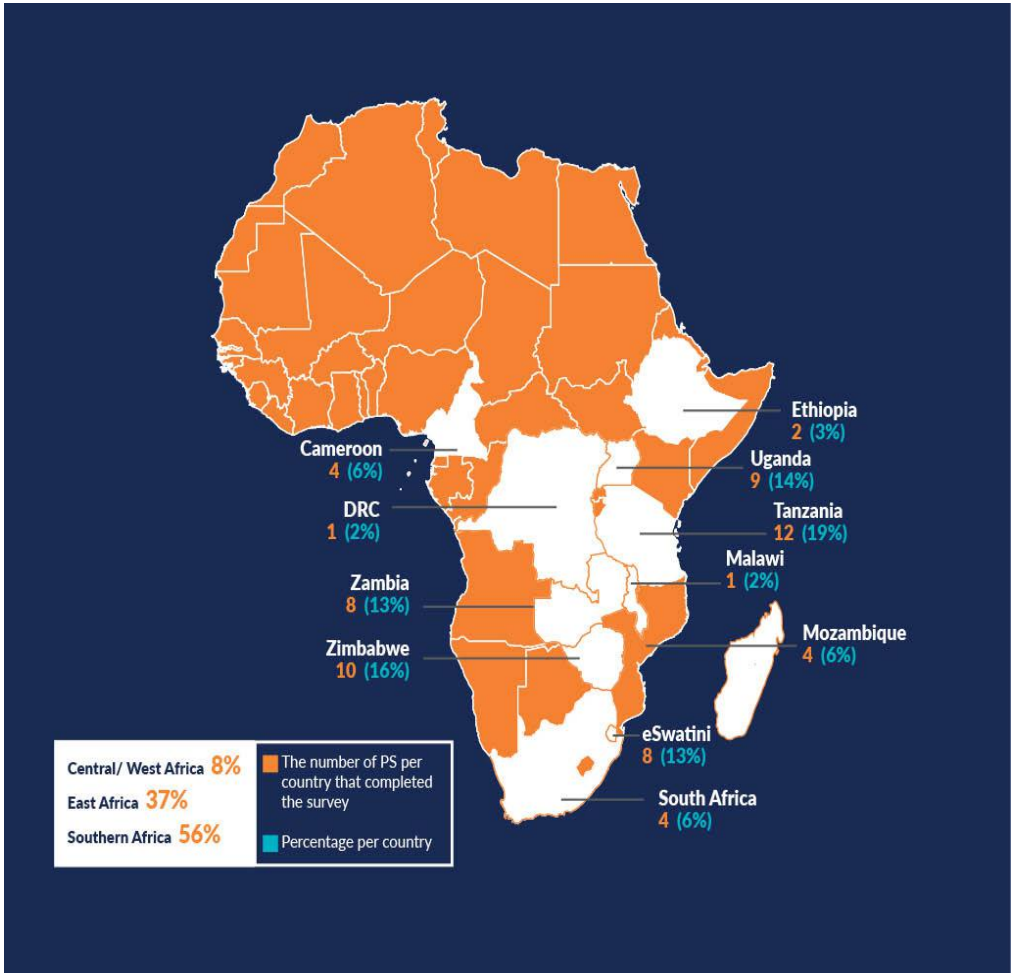
# Methods

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

# Roles and Services of Peer Supporters

| | |
|---|---|
| Counselling | One-on-one or group counselling (adherence, SRH, stigma and disclosure). |
| Information & education | Health talks and sharing IEC materials. Text, WhatsApp & social media communication for linkage to information & services |
| Clinic services | Manage clinic flow, triage activities, filing and appointment tracking, creating safe spaces and friendly corners with linkage to other services |
| Psychosocial support | Home visits, returning those LTFU, organizing and running teen clubs or camps, support groups and fun sports/cultural activities |

# Gathered at the PATA 2018 Youth Summit



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YOUTH SUMMIT
#PeerPower
Let's get
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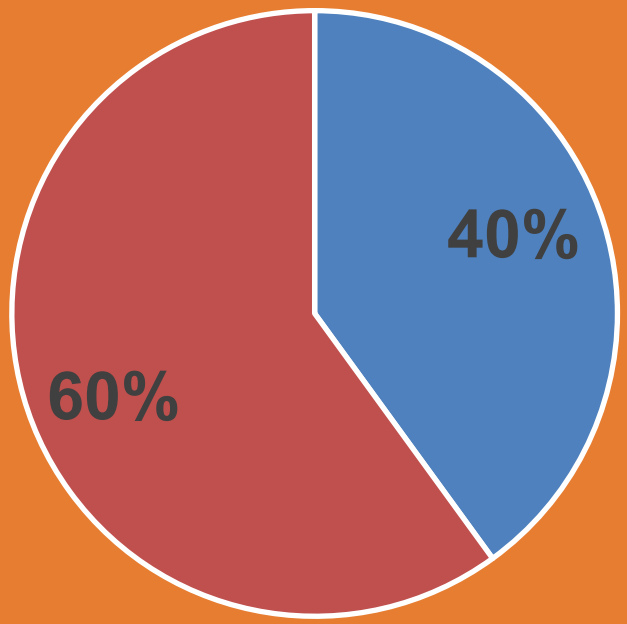
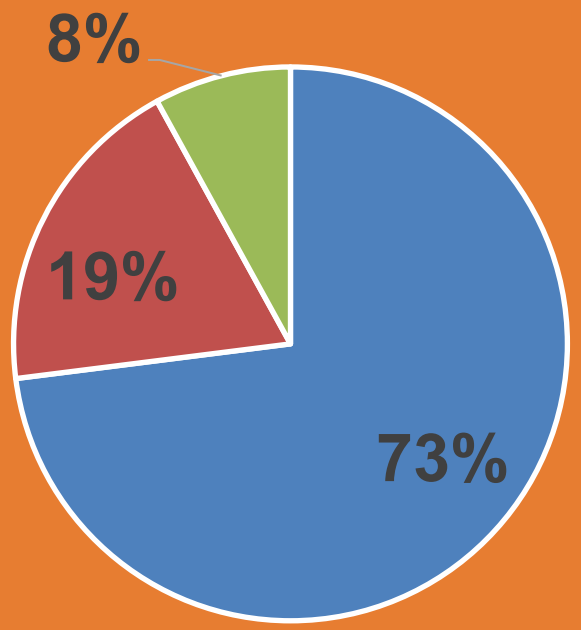
# Results

## Participant Demographics

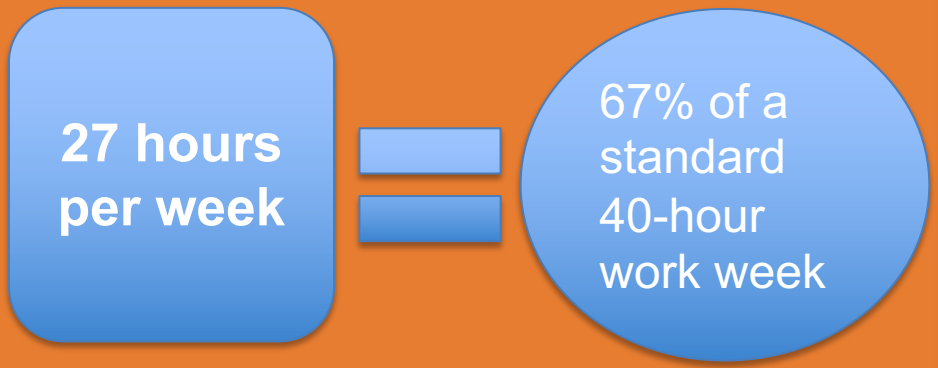
### Gender



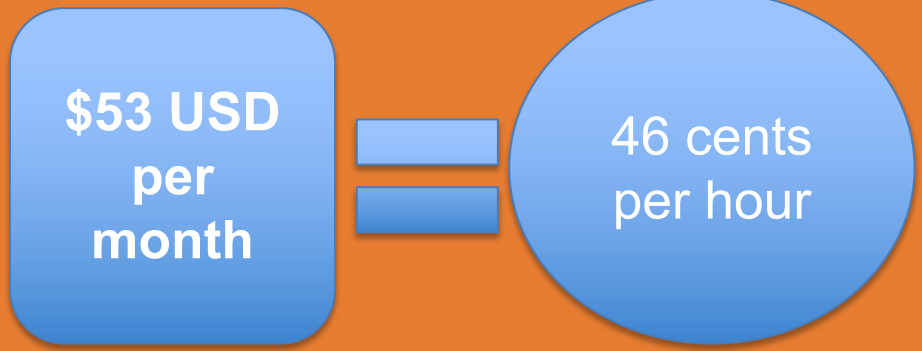

### Country of origin



# Number of hours worked vs compensation received




Number of hours peer supporters spend providing peer support




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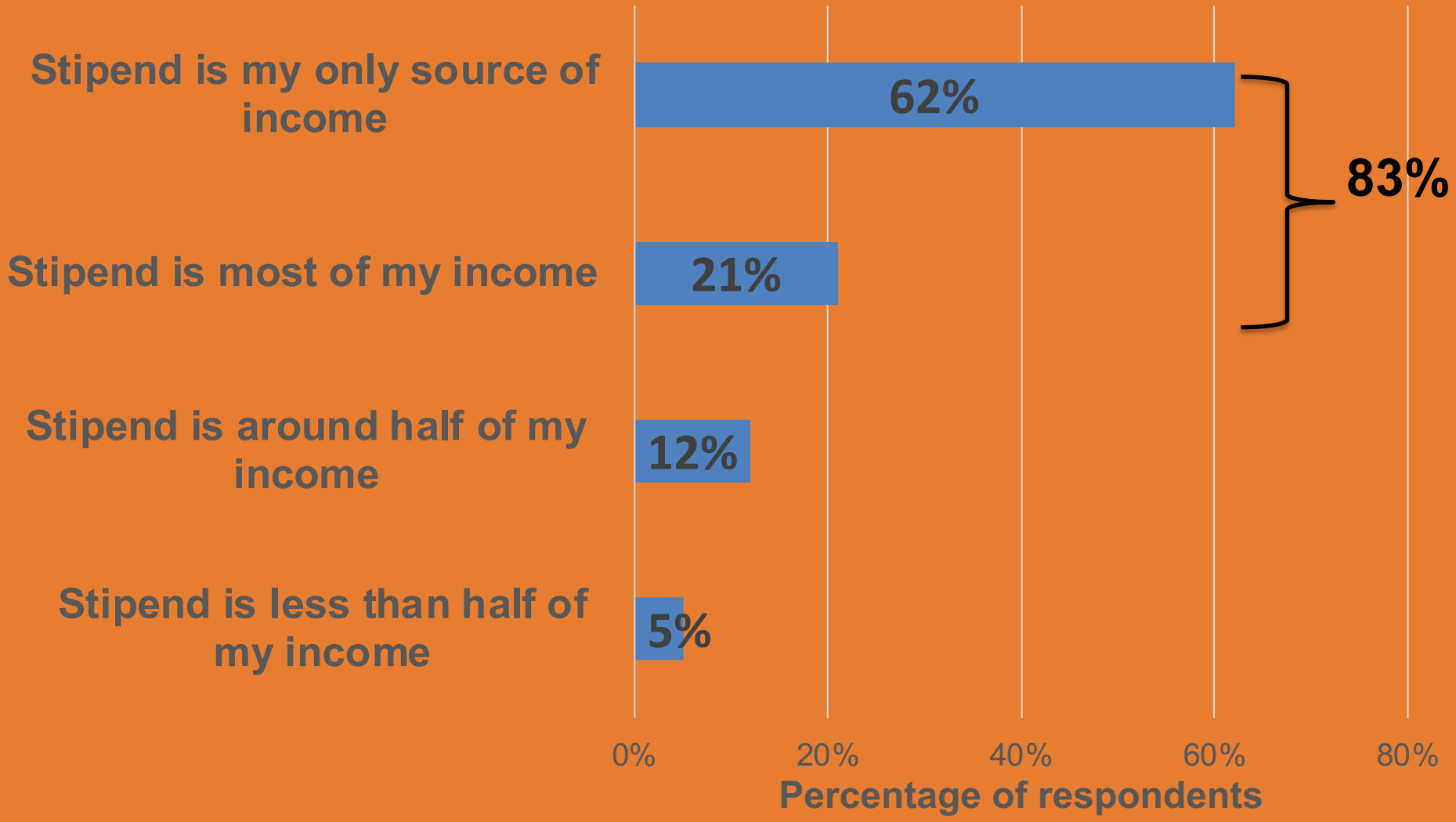
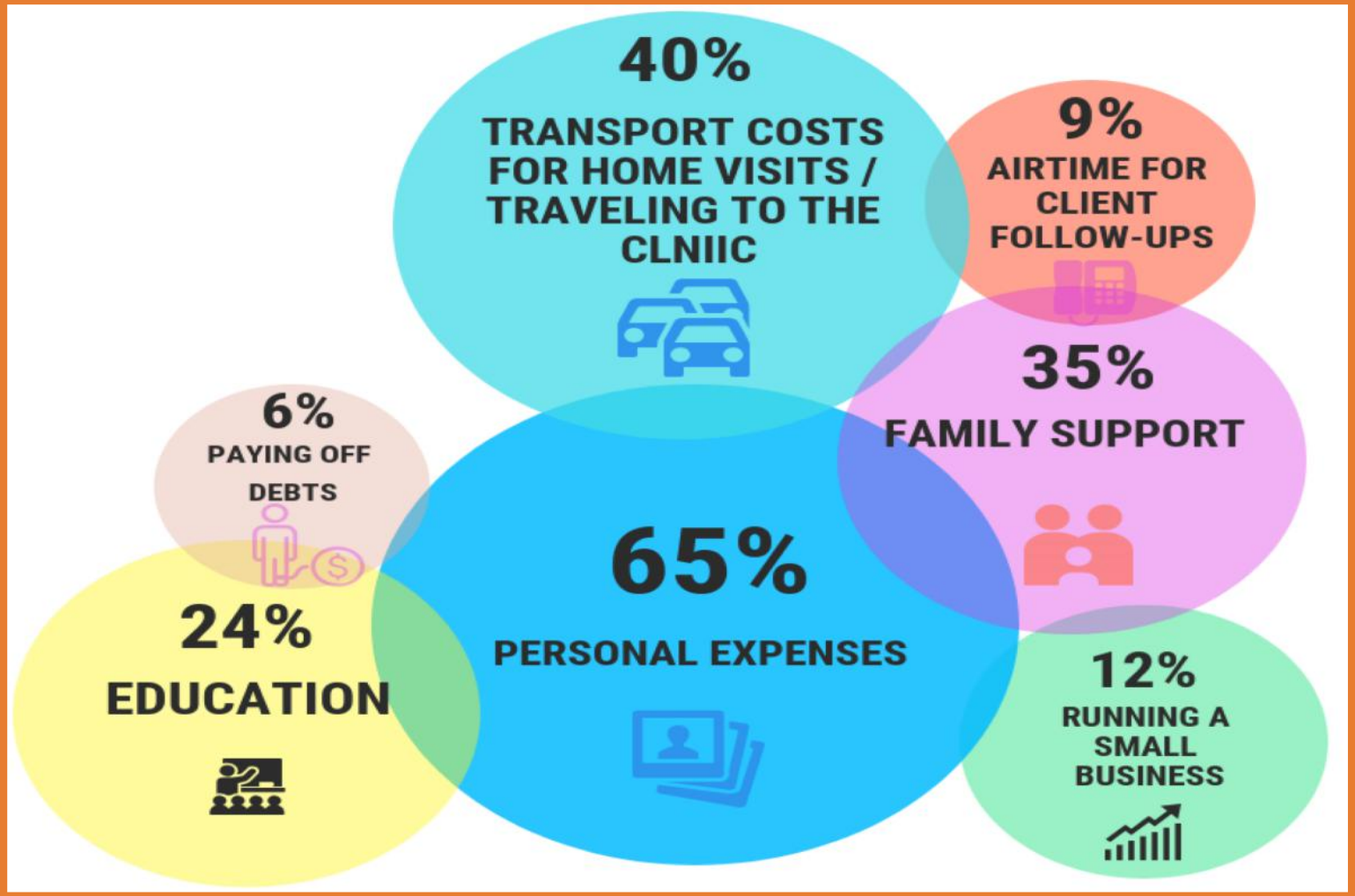
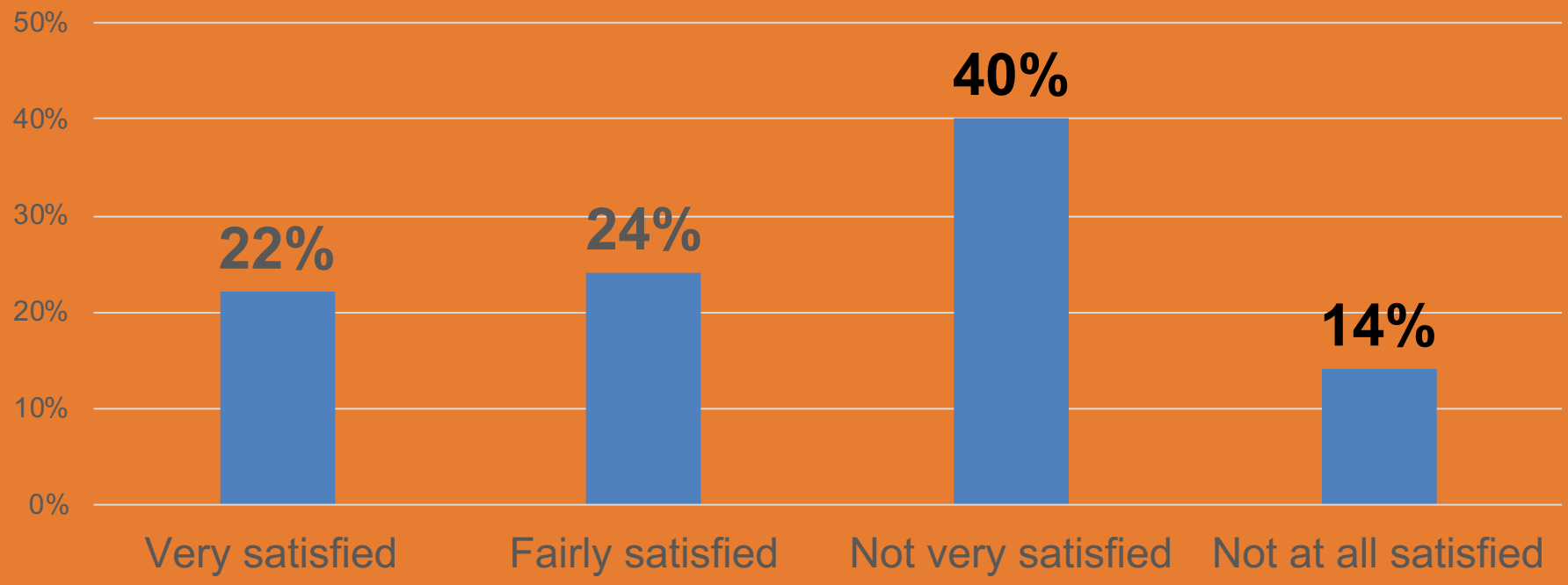
# Is the stipend your only source of income?



# What do you use your stipend for?



# Peer supporter satisfaction with stipend




**54% not satisfied with stipend**

**46% satisfied with stipend**

# Closing thoughts

- 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

- Lynn Phillips, Daniella Mark, Matthew Davids, Tammy Burdock, PATA team
- Participating READY Partners
- Peer supporters from REACH & READY
- Donors

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