



ACTIVITY 1: Role Play

Role: Health care provider in the clinic

This is a phone call conversation and you are the provider (nurse or doctor) working in the HIV clinic.

Scenario:

- You are calling your colleague to find out why they are absent. They have been absent for the last 10 days and you are completely exhausted from running the clinic on your own.
- The goal of your call is to understand why they are away from work and when they will return. You are calling to encourage them to return to work as soon as possible and to determine if you need to report them to senior management for the absence from clinic.
- You also feel frustrated that they have not communicated why they have not been at work. You want them to know that patient care has been compromised by their absence.

Role: Absent health care worker

This is a phone call conversation and you are the health care worker (nurse or doctor) working in the HIV clinic who has been absent from the clinic. You are at your family home when you receive the call.

Scenario:

- You have not been feeling well enough to attend work for the last 2 weeks because of fevers, night sweats and cough.
- You have taken 2 courses of amoxicillin in the last 2 weeks but do not feel that your symptoms have improved at all.
- If prompted, you can tell your colleague that you recall working with several patients in the last 2 months that had TB, including a patient with Sm+ disease who coughed in your face.
- You are also HIV positive and recently started ART (but are not comfortable telling your colleagues this information previously). Only tell the colleague your HIV status if they ask directly or you feel that they have won your confidence!

ACTIVITY 2: Discussion

- a) In your experience, how common is unexplained absenteeism?
- b) What are the most common reasons given by colleagues?
- c) What other reasons might there be for absenteeism?
- d) How has absenteeism during the COVID-19 pandemic impacted your healthcare team?