

Supplemental Material - Figure 1. Interview schedule.

1. Please briefly describe the **new ART distribution approach** used by your clinic/organization
2. Please describe the **eligibility criteria** patients had to meet in order to participate in this new approach.
 - Probe: Were there patients who were not eligible? Why?
 - Why do clients decide to participate in this program?
3. We would also like to know what **positive outcomes** you observed from this new approach. (please tick all that apply)
 - ☐ Increase in viral suppression
 - ☐ Increase initiation of ART
 - ☐ Higher adherence
 - ☐ Higher retention
 - ☐ Increase in referrals to HIV care and support services
 - ☐ Higher linkages to other programs for comprehensive support
 - ☐ Shorter wait times
 - ☐ Reduced workload on health providers
 - ☐ Monetary savings on transport for clients
 - ☐ Cost savings on programs overheads, etc.
 - ☐ Higher level of peer support
 - ☐ Overall higher satisfaction of PLWH with services
 - ☐ Other, please specify_____
4. Think about your novel ART distribution process, what is the **main challenge** of your program in distributing ART to PLWH?
 - Why?
 - Probe: People related? Policy related? Facility hours? Gender-related? Informed knowledge and perception?
 - Who does this project not reach that could benefit from this type of novel ART approach?
5. Are there any **other challenges** you face in this novel approach to distributing ART?
6. Does the new approach **help reduce stigma** for some clients? If so, please explain how or provide an example.
7. Does the new approach **bring new concerns for stigma** among some clients? If yes, please explain how or provide an example.
8. Think about your new ART distribution process, what are one or two of **the most helpful elements** of your program that allows you to distribute ART?
 - Why?
 - Probe: People related? Policy related? Facility hours? Gender-related?
9. Does **anything else help you** distribute ARTs to PLWH?
10. There are some clients that are **eligible to take part in this program yet do not uptake** these services. Why do you think that is?
 - Probe: Do they differ from clients that choose to utilize the services offered by this program in any way (age, gender, attitudes, etc.)?
11. Do you think this distribution model would work in **other settings** (e.g., other districts nearby or other populations like adolescents, pregnant women? Why or why not?
 - Probe: How would you adapt this to a (rural, urban, low-resource, etc.) setting or population (adolescents, pregnant women)?
 - Probe: What do you think is the most important thing to include or change if you adapted this model to another setting or population?
 - Probe: Please explain how you would adapt this approach or provide an example.
12. **How long** did it take to get the new approach up and running?

- Probe: Time from the idea to deciding to implement, time from deciding to implement to launching, time from launching to knowing that it worked.
 - Probe: What helped to save time?
 - How quickly did clients uptake the model?
 - Probe: What took longer than expected? How did the program address this?
13. Did you need **extra resources** (money, HR, equipment, other) for this approach? If so, was it a one-time cost or is it ongoing?
 14. Who else outside of your program **did you need to engage** to get the new approach started?
 - Probe: other implementing partners, district health management teams/other government entities, community leaders, others?
 15. **What did you need to do** to engage these individuals/groups?
 - Probe: IEC materials, education on the problem/challenges, meetings, other?
 16. What was the **most difficult part of implementing** this new approach? How did you address it/are you addressing it?
 - Probe: Do eligible clients ever choose not to participate in decentralized ART distribution? Why?
 - Probe: Have you had participating clients stop their participation in the novel approach? What reasons did they give for stopping?
 17. What **factors outside of your program were most helpful** in getting this novel approach to work? Please explain.
 - Probe: Factors may include policies, guidelines, MOH or other government bodies, individuals, or groups at the community level, examples/support from other programs, other.
 18. What **factors outside of your program presented the most challenges** to getting this novel approach to work? Please explain.
 - Probe: Factors may include lack of/restrictive policies, guidelines, lack of support from MOH or other government bodies, lack of understanding/buy-in from individuals or groups at the community level, lack of examples/support from other programs, other.
 19. We would also like to include selected **quantitative information** in our analysis. Can you provide us with information on the number of clients participating in this approach and their relevant outcomes (retention, adherence)?
 - What subpopulations are you missing with that could benefit from this approach (i.e., men, adolescents)?
 20. Please briefly describe the **lessons learned or tips** you'd give to a colleague considering implementing this new approach.
 21. Do you know of any **other novel ART distribution approaches** that are currently operating in the country?
 - Probe: Can you give me some details about these projects (e.g., purpose, method, implementing organization, findings)?

Note. ART = antiretroviral therapy; PLWH = person(s) living with HIV; IEC = Information, Education, Communication; HR = human resources; MOH = ministry of health.