

Supplemental Digital Content Table 1. Peer Counselor Program Description, Roles and Responsibilities

|   | Routine Peer Supporter   | Mentor Mother   |
|---|--|---|
| Program Description and Requirements                                      |  |   |
| HIV-positive woman  | Yes  | Yes   |
| Experiential PMTCT knowledge  | Yes  | Yes   |
| Standard pre-engagement selection criteria <sup>a</sup>                   | No   | Yes   |
| Standard baseline training and curriculum with certification <sup>b</sup> | No   | Yes   |
| Stipend for work activities   | Yes (~50 USD monthly)  | Yes (~50 USD monthly)   |
| Schedule for client interaction <sup>c</sup>                              | No   | Yes   |
| Scope of work and deliverables formally communicated <sup>d</sup>         | No   | Yes   |
| Facility or community-based activities                                    | Both   | Both  |
| Linked to HIV+ clients at ANC clinic booking                              | Yes  | Yes   |
| Activity documentation  | Weak, not standard, not actively linked to PMTCT outcomes, often not reviewed        | Emphasized, standard logbook provided, PMTCT outcomes-specific, reviewed by MM supervisor |
| Supportive supervision  | Weak support and supervision, primary responsibility of the facility staff-in-charge | Emphasized, responsibility of supportive MM supervisor who reports to staff-in-charge     |
| Audits of client interaction activities <sup>e</sup>                      | No   | Yes   |
| Formal performance evaluations  | No   | Yes, based on client feedback   |
| Re-orientation or disengagement based on performance                      | No   | Yes   |
| Peer Counselor Activities   |  |   |
| Document client interactions  | Yes, inconsistent (in non-standardized notebooks)                                    | Yes, required (in standardized, outcomes-specific logbook)                                |
| Conduct HIV tests for ANC clinic clients                                  | No   | No  |
| Immediately flag clients with missed appointments                         | No   | Yes   |
| Track clients with missed appointments                                    | Yes, after several weeks   | Yes, required within 3 days   |
| Daily feedback sessions with supervisor                                   | No   | Yes   |

PMTCT: prevention of mother-to-child transmission of HIV; USD: US dollars; ANC: antenatal care; MM: mentor mother

<sup>a</sup>HIV-positive, 18-45 years old, successfully completed PMTCT program at least once; speaks ≥1 local language; disclosed to partner/family member; willing to disclose HIV status to peers

<sup>b</sup>Five-day, 17-session training including pre- and post-test and counseling role plays

<sup>c</sup>Home visit within 5 days of client assignment, twice monthly visits, visit with 3 or 7 days if nonfacility or facility delivery, respectively

<sup>d</sup>Via written contract provided and explained to all MMs in English or other language they understood

<sup>e</sup>1 randomly-selected client interviewed every 6 months to validate MM reports on interactions with client and for client feedback on MM performance