**Appendix 2. Themes and subthemes**

**Theme: Context**

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| **Sub-themes** | **Codes** |
| Regulatory system | * Lack of standardisation of training institutions (content & quality) * Lack of enforcement of regulations on training institutions |
| Infrastructure and resources | * Distance and lack of regular public transports * Mobile network coverage/communication problems * Electricity * Water and sanitation problems at health facilities |
| Gender roles and norms | * Harassment from the community * Lack of protection measures at work place |
| ANMs’ expanded scope of work | * Population levels/coverage * Recording * Online reporting * Reduced home visits * Technical areas to cover, Tasks |

**Theme: Mechanisms**

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| **Sub-themes** | **Codes** |
| Training | * Pre-service training-duration, content, quality * Training providers-public vs private * Training materials (text books, curriculum) * Training approach (theory, classroom based, practical, hands-on) * In-service or refresher training * Regulation & standardisation of training * Evaluation of training |
| Supervision | * Prioritisation of supervision/ understanding the importance of supervision * Structure of and focus of supervision * Role of supervisors-Who should be ANM supervisors? * Supervisors-roles and responsibilities, expected behaviour * Mentoring versus supervision |
| Accountability mechanisms | * Role of other health staff (MPW, LHV, HA) * Expectations from ANMs * Community support and trust * Appraisal for performance * ANMs’ career pathway * Penalty for actions * Disciplinary measures |