**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
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**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
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