

Additional File 1 - COREQ Checklist

Personal characteristics		
1.	Interviewer/facilitator Which author/s were involved in data collection?	SCO and CN
2.	Credentials What were the researchers' credentials?	SCO: MPH, PhD © CN: MSc. Med, PhD JAA: MSc, PhD AA: MSc, PhD MKO: MPH, MHPM, MCIA, FWACP
3.	Occupation What was their occupation at the time of the study?	SCO: Technical Officer, Health Systems Strengthening and Health Workforce CN: Graduate Fellow and WHO Consultant JAA: Technical Officer, Human Resources for Health Systems AA: Regional Advisor, Health Workforce Planning MKO: Senior International Development Assistance Officer
4.	Gender Was the researcher male or female?	SCO: Male CN: Male JAA: Male AA: Male MKO: Male
5.	Experience and training What experience or training did the researchers have?	SCO, CN, JAA, AA, and MKO had conducted numerous qualitative studies previously and have experience in design, interviews, analysis and reporting.
Relationship with participants		
6.	Relationship established Was a relationship established prior to study commencement?	There was no established relationship prior to study commencement?
7.	Participant knowledge of the interviewer What did the participants know about the researcher? E.g. personal goals, reasons for doing the research	Respondents were briefed on the role of the interviewers and the objective of the study prior to commencing the interview. Informed consent was obtained which include permissions to

		record interview and present anonymized excerpts in the final report.
8.	Interviewer characteristics – what characteristics were reported about the interviewer?	No interviewer characteristics were reported as they had no Bias, assumptions, reasons and interests in the research topic
Theoretical framework		
9.	Methodological orientation and theory What methodological orientation was stated to underpin the study? e.g. grounded theory, discourse analysis, ethnography, phenomenology, content analysis	Phenomenology with a focus on gaining contextual meanings based on experiences of primary healthcare workers.
10.	Sampling How were participants selected?	Purposive sampling
11.	Method of approach How were participants approached?	Respondents were selected from a list of potential interviewees drawn by the gatekeepers with 41 respondents approached physically in their workplaces.
12.	Sample size How many participants were in the study?	41
13.	Non-participation How many people refused to participate or dropped out? Reasons?	None of the approached respondents refused to participate.
Setting		
14.	Setting of data collection Where were the data collected? e.g. home, clinic, workplace	All interviews were conducted at the respondent's workplaces.
15.	Presence of non-participants Was anyone else present besides the participants and researchers?	No
16.	Description of sample What are the important characteristics of the sample? e.g. demographic data, date	Cadre and State.
Data collection		

17.	Interview guide Were questions, prompts, guides provided by the authors? Was it pilot tested?	An interview guide elicited responses on the important issues that health workers consider when thinking of a work location. Following initial questions, the interviewer asked probing questions to gain further insights on how each mentioned factor influenced their choices.
18.	Repeat interviews Were repeat interviews carried out? If yes, how many?	No
19.	Audio/visual recording Did the research use audio or visual recording to collect the data?	Interviews were audio recorded.
20.	Field notes Were field notes made during and/or after the interview or focus group?	Field notes were taken during all physical interviews
21.	Duration What was the duration of the interviews or focus group?	The interviews lasted 40 to 60 minutes.
22.	Data saturation Was data saturation discussed?	Yes, during analysis.
23.	Transcripts returned Were transcripts returned to participants for comment and/or correction?	No. however, during interviews, clarifications were sought on factors raised, and the perspectives presented.
Data analysis		
24.	Number of data coders How many data coders coded the data?	Two – SCO and CN
25.	Description of the coding tree Did authors provide a description of the coding tree?	Yes
26.	Derivations of themes Were themes identified in advance or derived from the data?	Derived from the data
27.	Software What software, if applicable, was used to manage the data?	NVivo 12
28.	Participant checking	No.

	Did participants provide feedback on the findings?	
Reporting		
29.	Quotations presented Were participant quotations presented to illustrate the themes/findings? Was each quotation identified?	Yes
30.	Data and findings consistent Was there consistency between the data presented and the findings?	Yes
31.	Clarity of major themes Were major themes clearly presented in the findings?	Yes
32.	Clarity of minor themes Is there a description of diverse cases or discussion of minor themes?	Yes