#### COREQ (Consolidated criteria for Reporting Qualitative research) Checklist

A checklist of items that should be included in reports of qualitative research. You must report the page number in your manuscript where you consider each of the items listed in this checklist. If you have not included this information, either revise your manuscript accordingly before submitting or note N/A.

Item	Topic	Guide Questions/Description	Reported on Page No.						
No.									
	Domain 1: RESEARCH TEAM AND REFLEXIVITY								
	Personal characteristics								
1	Interviewer/facilitator	GNN conducted all interviews	See Figure 2_ Study methodology						
2	Credentials	GNN(PhD Fellow), KS (PhD), LM (PhD), CLK (PhD), CA (PhD)	Authors contributions.						
3	Occupation	GNN (PhD Fellow), KS (Professor of Social Medicine), LM (PhD Medical Anthropologist, Researcher), CLK (PhD, Anthropologist), CA (Professor of Global Migration, Ethnicity & Health.)	Authors contributions.						
4	Gender	Four researchers are females and one male researcher	Authors contributions.						
5	Experience and training	All authors have extensive experience conducting qualitative research studies.	Authors contributions.						
		Relationship with participants							
6	Relationship established	No	See Figure 2_ Study methodology						
7	Participant knowledge of the interviewer	No							
8	Interviewer characteristics	Yes	See Figure 2_ Study methodology						

DOMAIN 2: STUDY DESIGN							
Theoretical framework							
9	Methodological orientation and Theory	Thematic approach and elements of grounded theory	Page 3 and Figure 2_ Study methodology				
10	Sampling	Purposive	Page 3 and Figure 2_ Study methodology				
11	Method of approach	Formal letters were submitted to the relevant institutions outlining the purpose of the research and inviting pre-identified officers for interviews	See Figure 2_ Study methodology				
12	Sample size	39	Page 3				
13	Non-participation	Three Health officers at the regional level were unavailable	See Figure 2_ Study methodology				
	Setting						
14	Setting of data collection	Interviews were conducted in participants' offices.	See Figure 2_ Study methodology				
15	Presence of non- participants	No					
16	Description of sample	This is provided in Table 1. Characteristics of interview participants	Page 3				
	Data collection						
17	Interview guide	We used an interview guide to guide the discussion	Page 3				
18	Repeat interviews	No	See Figure 2_ Study methodology				

19	Audio/visual recording	All interviews were digitally recorded	See Figure 2_ Study methodology				
20	Field notes	No	NA				
21	Duration	30 to 65 minutes per interview	See Figure 2_ Study methodology				
22	Data saturation	Yes	Page 3				
23	Transcripts returned	No	See Figure 2_ Study methodology				
		DOMAIN 3: ANALYSIS AND FINDINGS					
Data analysis							
24	Number of data coders	1	See Figure 2_ Study methodology				
25	Description of the coding tree	Yes	See Figure 2_ Study methodology				
26	Derivation of themes	Themes were pre-identified and evolved from the data	See Figure 2_ Study methodology				
27	Software	Nvivo version 11.0 Pro	Page 3				
28	Participant checking	No	NA				
		Reporting					
29	Quotations presented	Yes	3-8, Supplementary file 2				
30	Data and findings consistent	Yes	8-11				
31	Clarity of major themes	Yes	3				

32	Clarity of minor themes	Yes	3-8