

SUPPLEMENTARY FILE 1 HISTORICAL EVOLUTION OF MEDICAL AND NURSING PROFESSIONS

Period	Medical profession	Nursing profession
<p>During French Colonial era Informal training of medical and nursing staff (1912-1940)</p>	<p>The medical profession was represented exclusively by military French doctors recruited by the public health direction and public hygiene . They were in charge of public health functions (public Hygiene, public salubrity and control of epidemics) at deconcentrated administrative territories (Agyou, 2019, Akhmisse, 1995)</p>	<p>In 1913, the colonial authority created the first nursing professional statute "<i>Corps des infirmiers de l'assistance publique</i>". Nursing education was informal, 'sur le tas' by public health practitioners in regional hospitals. Nurses graduated as registered nurses (French expatriats) or "<i>adjoints spécialistes de la santé</i>" (Moroccans) in various disciplines (pharmacy, laboratory technicians, , delivery, medicine and surgery, maternity and neonatal care, ophthalmology, microbiology, hygiene & prophylaxis and social medicine, psychiatry..).(Bulletin officiel de l'Empire Chérifien, 1913)</p>
<p>The beginning of the institutionalisation of medical profession and the creation of the first nursing schools. (1941-1956)</p>	<p>1941 medical profession is institutionalised by the creation of the "medical professional order" and deontology code for medical practices"(Bulletin officiel de l'Empire Chérifien, 1941).</p> <p>1945_1956 : the professional medical order is controlled by French doctors. The order regulated the practices of medicine in the public and private sector as well as regulating the pricing of medical acts and interactions with health insurances</p>	<p>1940 Nursing education reform : Creation of nursing Schools in 1941. Nurses are awarded a « <i>Diplôme d'État Français d'Infirmières Hospitalières</i> (Casablanca, Quartier des hôpitaux)(Bulletin officiel de l'Empire Cherifien, 1942).</p> <p>In 1943, Creation of 'social assistant' nursing section (2 years duration) (Arrêté du 22 aout 1942)</p> <p>In 1944 : Creation of a nursing schools for muslims "<i>Ecole d'auxilliaires médico-sociales Musulmanes</i>" in Rabat & Casablanca . Nurses graduates as nurse interns or auxiliary nurses "<i>Brevet de Mougarrida</i>". (Arrêté du 15 février 1945</p> <p>1953 : Other nursing schools for disciplines such as laboratory technicians were created at the "<i>Institut Scientifique Cherifien</i>" (Arrêté résidentiel du du 8 Juin 1953)</p>

<p>After independence, 1956-1964 the nationalisation of the medical order and consolidation of nursing assistant education</p>	<p>1956-1964 The medical order was chaired by a Moroccan president and comprised an even number of Moroccan and French doctors.</p> <p>1964 only Moroccan physicians were eligible. The medical order was in charge of regulating the pricing of medical acts, private part time practice, creation of national health insurance (Caisse Nationale de Sécurité sociale)(Royaume du Maroc, 1964)</p> <p>1984 : The national medical order was extended by the creation of National council and seven regional medical orders. Private physicians were organised into a private medical union.</p>	<p>Institutionalisation of national nursing diploma. Nursing schools were created (e.g. Lalla Aicha à Casablanca, Lalla Malika a Rabat, Lalla Yacout à Fes, Lalla Meryem à Meknès, et Lalla Nezha à Marrakech). The nursing personnel included auxiliary nurses, qualified nurses, and specialised nurses. Most training focuses on as auxiliary nurses to quickly fill nursing staff acute shortages after the departure of French nurses. (Royaume du Maroc, 1957) (Royaume du Maroc, 1958)</p>
<p>1965-2020 The institutionalisation of medical education and nursing educations</p>	<p>1965-1994 Creation of Moroccan faculties of medicine and pharmacy in Rabat in 1962 and in Casablanca in 1975.</p> <p>Medical education reforms were characterised by an extension of medical training duration from 6 years to 7 years. An average of 400 students were trained each year.</p> <p>1994-2013 reforms aimed at increasing of number of medical graduates to reach a threshold of 3000 physicians a year. New faculties of medicines were created in Fes 1994, Marrakech 1999, Oujda in 2008, Agadir and tangier in 2017. In 2013, creation of various private and non for profit faculties of medicine and pharmacy in Rabat, Casablanca</p>	<p>1956- 1973 : After independence, Nursing education was essentially based on short term experiential training of auxiliary nurses in newly created nursing schools (Lalla Aicha à Casablanca, Lalla Malika a Rabat, Lalla Yacout à Fes, Lalla Meryem à Meknès, et Lalla Nezha à Marrakech).</p> <p>1973 -1983 Nursing training is consolidated by an adjustment of nursing curricula and the development of multiple nursing specialities in newly created nursing schools "<i>Institut Supérieur des Professions infirmières et techniques de santé</i>". In 1983: Introduction of competency based educational approaches and capacity building of nurse's educators. 1993: Recognition of nursing diploma as a high level training diploma in 2003.(Royaume du Maroc, 1993) In 2013, Nursing curricula is accredited by the ministry of higher education allowing access to master and doctorate training in nursing sciences.(Royaume du Maroc, 2007b)</p>