

Supplementary file 8: Codes and their frequency

	Senior Manager	Intermediate Manager	Operational Manager	Healthworkers(doctors/nurse)
1 : Discretionary Power within Management Actions	7	4	6	29
2 : Discretionary Power within Patient Consultation	0	2	8	11
3 : Discretionary Power within Service Delivery	22	24	4	26
4 : Discretionary Power within Workplace	200	112	134	337
5 : Informal power	36	9	10	17
6 : Repulsion to clientelism	2	14	13	34
7 : Limited autonomy of hospitals	30	20	32	55
8 : Leaders between the devil and the deep sea	4	0	5	3
9 : Limited power of formal authority	10	16	23	44
10 : Political membership of managers	6	2	19	17
11 : Influence of policy actors	18	16	11	23
12 : Interaction with experts	11	4	2	4
13 : Influence of provincial health officers	4	7	4	10
14 : Nepotism	30	13	9	45
15 : High turnover of hospital directors	4	17	13	32