

Additional File 1: Regulatory Function Framework

	STAGE 1	STAGE 2	STAGE 3	STAGE 4	STAGE 5
Nursing and Midwifery Legislation	<input type="checkbox"/> Identification of key issues with participation of stakeholders. <input type="checkbox"/> Consensus around whether a new nursing and midwifery Act or amendments to existing legislation are needed.	<input type="checkbox"/> Legislation drafted with stakeholders including Ministry of Health, nursing and midwifery council and/or professional associations, academia, and legislature or parliament.	<input type="checkbox"/> Approval, commencement, and publication of legislation.	<input type="checkbox"/> Implementation through dissemination and training of nurses and midwives in their rights and duties. <input type="checkbox"/> Issuance by Councils and/or Ministry of Health of rules or regulations.	<input type="checkbox"/> Monitoring and evaluation of compliance and impact.
Registration System and Use of Registration Data	<input type="checkbox"/> Registration is not legally required for nurses and midwives to practice OR <input type="checkbox"/> Registration is lifelong (i.e. renewal is not required). <input type="checkbox"/> The register is primarily a paper-based system.	<input type="checkbox"/> Renewal of registration (or license) is required. <input type="checkbox"/> Both paper and electronic (e.g. Excel) system for registration is used. <input type="checkbox"/> Registration system can answer basic queries (e.g. number of midwives in the country).	<input type="checkbox"/> Registration system (including licensure and re-licensure) is primarily electronic (use of software). <input type="checkbox"/> Database includes all public sector nurses and is regularly updated. <input type="checkbox"/> Registration system can be queried to generate workforce reports.	<input type="checkbox"/> Registration system is completely electronic and includes all public and private sector nurses. <input type="checkbox"/> Database displays various registration statuses of nurses and midwives. <input type="checkbox"/> Database can be programmed to automatically generate workforce reports.	<input type="checkbox"/> Registration, licensure and re-licensure services are available online or are decentralized. <input type="checkbox"/> Registration database can exchange data with other health information systems. <input type="checkbox"/> Registration data used by decision makers for workforce policy and planning.

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Licensure Process	<input type="checkbox"/> Licenses not required to practice	<input type="checkbox"/> Licenses are issued with initial registration (no separate licensure examination). <input type="checkbox"/> Renewal of license is required at intervals specified by the regulatory authority.	<input type="checkbox"/> An examination or assessment process is in place for initial registration and licensure. <input type="checkbox"/> The examination or assessment is paper-based. <input type="checkbox"/> National competency standards are being developed.	<input type="checkbox"/> Examination or assessment content meets national competency standards. <input type="checkbox"/> Various statuses of licenses issued (i.e. conditional, suspended). <input type="checkbox"/> Licensure verification process facilitates entry of foreign educated nurses/midwives into workforce.	<input type="checkbox"/> Registration and initial licensure examination content is updated regularly. <input type="checkbox"/> Examination content aligns with global guidelines or regional competency standards. <input type="checkbox"/> The licensure status of a nurse or midwife is available to the public either via website, phone or in-person.
Scope of Practice (SOP)	<input type="checkbox"/> SOP not defined by legal statute or regulation. <input type="checkbox"/> SOP may be decided by the employer or based on health facility needs.	<input type="checkbox"/> Council has the authority to formally define the SOP. <input type="checkbox"/> SOP are under development. <input type="checkbox"/> SOP reviewed or revised within 10 years.	<input type="checkbox"/> Nationally standardized SOP for all nurse and midwife categories. <input type="checkbox"/> SOP is based on nursing/midwifery context, consultations and job descriptions. <input type="checkbox"/> SOP reviewed or revised within last five years.	<input type="checkbox"/> SOP includes essential nursing/midwifery competencies. <input type="checkbox"/> SOP is regularly and systematically reviewed and revised. <input type="checkbox"/> SOP allows for individuals to make decisions about task shifting or task sharing.	<input type="checkbox"/> All SOP align with global guidelines and standards for nursing and midwifery. <input type="checkbox"/> SOP reviewed and revised according to global standards. <input type="checkbox"/> SOP is dynamic, flexible, and inclusive, not restrictive.
Continuing Professional Development (CPD)	<input type="checkbox"/> CPD does not exist. <input type="checkbox"/> CPD is voluntary. <input type="checkbox"/> CPD framework for nursing and midwifery may be in planning stages.	<input type="checkbox"/> Council has a mandate in legislation to require CPD. <input type="checkbox"/> National CPD framework for nursing and midwifery is developed. <input type="checkbox"/> Implementation of CPD requirement is in pilot or early stages.	<input type="checkbox"/> CPD program for nurses and midwives is finalized and nationally disseminated. <input type="checkbox"/> CPD is officially required for re-licensure. <input type="checkbox"/> Strategy in place to promote and track compliance.	<input type="checkbox"/> Electronic system in place to monitor CPD compliance. <input type="checkbox"/> Penalties for non-compliance with CPD exist. <input type="checkbox"/> Available CPD includes content on national HIV service delivery guidelines for nurses and midwives.	<input type="checkbox"/> Multiple types of CPD are available including web-based and mobile-based models. <input type="checkbox"/> CPD content aligns with regional standards or global guidelines. <input type="checkbox"/> Regular evaluations of CPD program carried out.

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Accreditation of Pre-Service Education	<input type="checkbox"/> Council does not have legal authority to approve pre-service nursing/midwifery schools or programs. <input type="checkbox"/> Public schools/programs may be “endorsed” by the council.	<input type="checkbox"/> Council has legal authority to approve pre-service schools/programs. <input type="checkbox"/> Council issues standards for accreditation of nursing schools/programs. <input type="checkbox"/> No time limit or expiration date on accreditation approval.	<input type="checkbox"/> Initial assessment visits are carried out by the council or their designated authority. <input type="checkbox"/> Standards for accreditation are regularly reviewed and revised. <input type="checkbox"/> Requirement for accreditation renewal is enforced.	<input type="checkbox"/> Assessment visits are regularly carried out by an independent body. <input type="checkbox"/> Council has an electronic system to track accreditation status. <input type="checkbox"/> Various levels of accreditation granted (i.e. probationary, conditional).	<input type="checkbox"/> Group independent from council makes accreditation determination for both public and private schools/programs. <input type="checkbox"/> Accreditation standards align with global or regional guidelines. <input type="checkbox"/> Accreditation status available to the public.
Professional Misconduct and Disciplinary Powers	<input type="checkbox"/> Council does not have authority to manage complaints and impose sanctions. <input type="checkbox"/> Standards of professional conduct may not be defined.	<input type="checkbox"/> Legislation authorizes council to define standards for professional conduct. <input type="checkbox"/> Council has authority to investigate or initiate inquiries into professional misconduct. <input type="checkbox"/> Basic types of complaints and sanctions exist	<input type="checkbox"/> Complaints investigation and misconduct hearings are separate processes. <input type="checkbox"/> A range of disciplinary measures (e.g. penalties, sanctions, conditions) exist. <input type="checkbox"/> Appeals processes are available and accessible.	<input type="checkbox"/> The processes and documentation of complaints and sanctions are transparent. <input type="checkbox"/> Processes and timelines are in place to review and remove penalties and sanctions. <input type="checkbox"/> Processes are in place for members of the public to lodge a complaint.	<input type="checkbox"/> Professional conduct standards align with regional standards or global guidelines. <input type="checkbox"/> The complaint management process is regularly evaluated for transparency and timeliness. <input type="checkbox"/> Information on complaints and sanctions is available to the public.

Additional File 1, the RFF, is reprinted from *Evaluation and Program Planning*, 46, McCarthy, C. F., Kelley, M. A., Verani, A. R., St Louis, M. E., & Riley, P.L. “Development of a framework to measure health profession regulation strengthening,” p. 20. doi:10.1016/j.evalprogplan.2014.04.008 (2014), with permission from Elsevier: <https://www.sciencedirect.com/science/article/pii/S0149718914000470>.