

Codes	Categories	Themes
<ul style="list-style-type: none"> -Advertising CHA position -CHA selection committee -Attending CHA interviews 	CHA recruitment process	Becoming a Community Health Assistant
<ul style="list-style-type: none"> -Training in community health services -Working as community health worker -Working as traditional birth attendant -Member of neighbourhood health committee 	Motivation for becoming A CHA	
<ul style="list-style-type: none"> -Desire to solve community health problems -Bringing health services close -Being part of community 		
<ul style="list-style-type: none"> -Wanting to get a better job - Desire to improve skills -Hope to enhance experience 		
<ul style="list-style-type: none"> -Conducting tasks at health post -Participating in meetings at health post 	Enhancing professional skills	
<ul style="list-style-type: none"> -Restricted duties at health post -Misallocation of tasks -Limited sharing of resources 	Exclusion of CHAs from the health post	
<ul style="list-style-type: none"> -Supervisor's knowledge of programme -Participating in supervisory meetings -Review of CHA reports 	Supervision and work performance	
<ul style="list-style-type: none"> -Payment processes 	Monthly incentives and work motivation	
<ul style="list-style-type: none"> -Type of services provided in the community -Support from the community -Respect from the community 	Addressing health problems in the community	Experiences in the Community