

Additional File 3: Data extraction template and coding framework for the documentary analysis

Note: Data extraction template: *entire table*; Coding framework: *grey background*

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|-------------------------|----|---|
| Documents | 1 | Year |
| | 2 | Data extractor |
| | 3 | Category/folder |
| | 4 | Title of document |
| | 5 | Institution/organisation |
| | 6 | Type of document (see below) |
| | 7 | Source (e.g. personal contact, google search, etc.) |
| Health workforce issues | 8 | Situation analysis / challenges for Timor-Leste |
| | 9 | Situation analysis / challenges for the health sector |
| | 10 | Recruitment (attraction including scholarships, application, selection, appointment, induction) |
| | 11 | Deployment (transfer, secondment, bonding, others?) |
| | 12 | HRH availability (stock, vacancies, etc.) |
| | 13 | HRH accessibility (distribution by district, village, etc.) |
| | 14 | HRH acceptability (distribution by gender, age group, ethnic group, etc.) |
| | 15 | HRH quality (distribution by cadre, academic grade, etc.) |
| Policy environment | 16 | Policy objectives and approaches (content of the policy/change) |
| | 17 | Actors involved in the policy making and policy implementation processes |
| | 18 | Drivers of change (Why did the policy emerge? Who were the main actors involved in decision-making? What are other relevant factors (availability of evidence, funding, ...)) |
| | 19 | Financing of policies (if costs are involved, who is funding the policy?) |
| | 20 | Implementation of policies (who was responsible for implementing the policies? What were the main strengths and weaknesses/challenges during implementation?) |
| | 21 | Impact of policies (what are the effects of the policy? Does it address the challenges identified? What are the remaining challenges?) |
| Additional info | 22 | Other relevant information |
| | 23 | Identified gaps (and possible source for the information) |
| | 24 | Any other comments |