

Supplementary File 1

Table S1. Resources Consulted for the Document Analysis

SN	Category	Key Documents Reviewed	Others
	<p>Employment Management</p> <ol style="list-style-type: none"> 1. Appointments 2. Dismissals/firing 3. Remuneration determination 	<ol style="list-style-type: none"> 1. Ghana Health Service – Human Resource Development Directorate 2007, policy and guidelines on appointments, GHS, Accra Ghana 2. Fair wages and salaries commission 3. Ghana Health Service/Human Resource Development Directorate 2006, instructional guide for conducting induction and orientation for newly appointed/assigned staff in the Ghana health service, Accra Ghana 4. Ghana Health Service – Human Resource Development Directorate 2006, Employee hand book, GHS, Accra Ghana 5. Ghana Health Service 2003 Code of conduct and disciplinary procedures GHS, Accra, Ghana. 	<ol style="list-style-type: none"> 1. Ghana Health Service 2011, 2010 annual report, GHS, Accra, Ghana 2. Ghana Health Service 2012, 2011 annual report, GHS, Accra, Ghana 3. Ghana Health Service 2013, 2012 annual report, GHS, Accra, Ghana 4. Ghana Health Service 2015, 2014 annual report, GHS, Accra, Ghana 5. Ghana Health Service 2011, 2010 annual report, GHS, Accra, Ghana 6. Ghana Health Service 2017, 2016 annual report, GHS, Accra, Ghana 7. Upper west regional health service 2011, 2010 annual report, RHA, Wa, Ghana
	<p>Personnel Administration</p> <ol style="list-style-type: none"> 1. Promotions/Demotions 2. Transfers/Reassignments 3. Sanctions 4. Supervision 	<ol style="list-style-type: none"> 1. Ghana Health Service – Human Resource Development Directorate 2007, policy and guidelines on promotions, GHS, Accra Ghana 	<ol style="list-style-type: none"> 8. Upper west regional health service 2012, 2011 annual report, RHA, Wa, Ghana 9. Upper west regional health service 2013, 2012 annual report, RHA, Wa, Ghana

	<p>5. Performance Appraisals</p>	<p>2. Ghana Health Service – Human Resource Development Directorate 2007, policy and guidelines on postings, GHS, Accra Ghana</p> <p>3. GHS 2016: Guidelines for Supportive Supervision in the Health Sector, GHS, Accra</p> <p>4. Ghana Health Service 2003 Code of conduct and disciplinary procedures GHS, Accra, Ghana.</p> <p>5. Ghana Health Service – Human Resource Development Directorate 2006, Employee hand book, GHS, Accra Ghana</p>	<p>10. Upper west regional health service 2014, 2013 annual report, RHA, Wa, Ghana</p> <p>11. Upper west regional health service 2015, 2014 annual report, RHA, Wa, Ghana</p> <p>12. Upper west regional health service 2016, 2015 annual health report, RHA, Wa, Ghana</p> <p>13. Ministry of Health, n.d. the Ghana health sector 2011 program of work: going beyond strategy to action – accelerating activities towards the millennium development goals, MOH, Accra, Ghana</p>
	<p>Staff Training and Development</p> <p>1. In-service training</p> <p>2. Continuous professional development</p> <p>3. Post basic training</p> <p>4. Fellowship</p>	<p>1. Ghana Health Service – Human Resource Development Directorate 2007, policy and guidelines on counselling, GHS, Accra Ghana</p> <p>2. GHS 2016, Guidelines for award of study leave in 2016, GHS Accra, Ghana</p>	<p>14. Ministry of Health n.d. 2015 program of work: working together towards universal coverage- accelerating the momentum for attaining health related MDGS, MOH, Accra Ghana.</p> <p>15. Ministry of Health 2008, The Ghana health sector 5years program of work 2007-2011: creating wealth through health, MOH, Accra, Ghana</p> <p>16. Ghana Health Service n.d. GHS monitoring and evaluation plan 2014-2017, GHS, Accra Ghana</p> <p>17. Republic of Ghana, 1996, Ghana Health Service and Teaching Hospitals Act, 1996 (ACT 525, 1996)</p>