

## Supplementary File 1

**Table 1: Number, and type of hospitals, and breakdown of staff included in the study**

	Quantitative survey			Qualitative Interviews		
	Malawi	Tanzania	Zambia	Malawi	Tanzania	Zambia
# of hospitals per country	N =22	N= 30	N=23	N=9	N=12	N=11
<i>Government</i>	22	14	15	9	6	6
<i>Faith-based</i>	0	16	8	0	6	5
# of surgical providers	19	33	24	5	5	10
<i>MO</i>	0	15	16	0	2	7
<i>NPC (CO, ML, AMO)</i>	19	14	8	5	0	3
<i>Surgeon</i>	0	4	0	0	3	0
# of anaesthesia providers	16	17	7	4	5	2
# of participating nurses working in the OT (general or formally qualified)	14	20	10	3	2	2
<b>Total Staff</b>	49	70	41	12	12	14

Where *MO* = Medical Officers; *NPC* = Non-physician clinicians, including: *CO* = Clinical Officer (Malawi), *ML* = Medical Licentiate (Zambia), *AMO* = Assistant Medical Officer (Tanzania); *OT* = Operating Theatre