No. Sex Credentials Occupation Experience or training 3.5-1ml m

1	iviale	PhD	HKM expert at MoH	27 years of experience in HK	Document analyzing
2	Female	PhD candidate	HRM expert at MoH	15 years of experience in HR	Facilitator of FGs

Role in FGD and coding December 1

Data coder

Document analysis

3 years of experience in HR

3	Female	PhD candidate	HRM expert at MoH	13 years of experience in HR	Facilitator of FGs
4	Female	PhD candidate	HRM expert at MoH	12 years of experience in HR	Data coder

HRM expert at MoH

4	Female	PhD candidate	HRM expert at MoH	12 years of experience in HR
5	Male	PhD candidate	HRM expert at MoH	4 years of experience in HR

4	remaie	THE culturate	THAT Expert at Morr	12,40
5	Male	PhD candidate	HRM expert at MoH	4 yea

Abbreviations: FGD = Focus Group Discussion; HRM = Human Resources Management; MoH = Ministry of Health.

4	Female	PhD candidate	HKM expert at MoH	
5	Male	PhD candidate	HRM expert at MoH	

Table 2 Personal characteristics of researchers and facilitators

MS

Female