

## Additional File 2: Illustrative example for framework analysis

| Interview question                                                                                                                                                                                                                                                                                                | Verbatim 1 quote(s)<br>(Medical Officer 003,<br>Tertiary care facility)                                                                                                              | Summary charted into<br>the matrix<br>(Medical Officer 003,<br>Tertiary care facility)                                                | Descriptive finding for all<br>healthcare workers                                                                                                                                                                                                                                             | COM factor           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| <p>What are your immediate thoughts on Psychosocial counseling as an intervention for anxiety?</p> <ul style="list-style-type: none"> <li>• Positive thoughts? - What would be the benefits to patients?</li> <li>• Negative thoughts? Any negative effects on the patients?</li> <li>• Uncertainties?</li> </ul> | <p><i>"It is important to begin counselling to TB patients, as they are already receiving the TB treatment."</i> (lines 327-328)</p>                                                 | <p>Counselling is important for TB patients it can complement their TB treatment.</p>                                                 | <p>Healthcare workers were highly motivated to deliver the package and be trained to do this. They believed all TB care should focus more broadly on patient well-being, empowering patients in their recovery (aiding good medication adherence), and producing good treatment outcomes.</p> | Motivation           |
|                                                                                                                                                                                                                                                                                                                   | <p><i>"There are no negative effects, but it will take much time of the healthcare workers because healthcare workers have additional responsibilities too."</i> (lines 337-339)</p> | <p>There are no disadvantages, but healthcare workers have multiple responsibilities to take care of, and this will take up time.</p> | <p>Some expressed concerns about their high patient workload, including new and follow-up patients, with a consultation time, ranging from 5 to 25 minutes.</p>                                                                                                                               | Physical opportunity |