

Annex 1: questionnaire to assess the perceived level of involvement of health workers in the hospital decision-making processes. Strongly agree=4; agree=3; disagree=2; strongly disagree=1

S/N	Statement	4	3	2	1
	Exposure to shared governance				
1	Professional health workers are consulted for the views aiming at solving problems which are in the hospital				
2	Employees are consulted for views on decisions regarding their work lives				
	Teams for quality improvement				
3	Professional health workers are given opportunities to meet in groups in order to identify, analyze and solve work-related problems pertaining their job				
4	Professional health workers from different departments are facilitated to meet (under supervision of management) in order to improve on the common goals (like provision of quality of health care)				
5	Employee are grouped in self-directed teams (without supervision of management) for improvement on common goal (like provision of quality of health care)				
6	Decision from these meetings are considered by management and administration of the hospital				
	Consultation for merit pay processes				
7	Hospital management and administration provides necessary support for self-directed teams (internal rules and regulations, mission and vision of the hospital, policies and procedures) for their improvement				
8	Professional health workers in this hospital take part in determination of their colleagues who should receive merit pay				
9	Professional health workers take part in deciding the amount of merit pay to be given to a colleague in the case such a practice is to happen at the hospital				
	Establishment of systems for suggestion				
10	Work councils for professional health workers have effective channels to address professional health workers' challenges				
11	Professional health workers' council suggestions are understood and considered by hospital management				
12	Work councils are considered as good organs for protection of professional health workers' rights				