

Table 1 Characteristics of the interview participants

Participant code	Interview length (min)	Sex	Position	University	Major	DP level	No. of subthemes
P1	38	Male	DCA	North Khorasan	MS	36%	44
P2	42	Male	DCA	Hormozgan	Health policy	21%	35
P3	32	Male	HAM	Ilam	GP	18.9%	24
P4	35	Male	HAM	Gilan	GP	69%	25
P5	30	Female	DCA	Tehran	MS	57%	20
P6	45	Male	Deputies of ministry	—	MS	—	33
P7	36	Female	Deputies for research affairs	Zabol	GP	26%	29
P8	30	Male	DCA	Birjand	MS	27%	37
P9	25	Male	DCA	Mazandaran	MS	46%	23
P10	30	Male	DCA	Kurdestan	MS	30%	18
P11	35	Male	HAM	Isfahan	GP	47%	32
P12	33	Male	DCA	Tabriz	MS	57%	40
P13	36	Male	DCA	Semnan	MS	24%	30
P14	41	Male	DCA	Shiraz	MS	24%	43

DCA = deputy for curative affairs; GP = general practitioner; HAM = hospital affairs manager; MS = medical specialist.