**Appendix I: Listed below are the sources for the licensing registries of the countries included in the analysis:**

Bahamas

Bahamas Medical Council website under Specialist Register as of July 11, 2019.

http://bahamasmedicalcouncil.org/medical-register/

Brazil

Federal Council of Medicine website.

https://portal.cfm.org.br/index.php?option=com\_medicos

Costa Rica

Medical College of Surgeons in Costa Rica.

https://medicoscr.hulilabs.com/es/search

Fiji

Fiji Medical and Dental Secretariat website under Medical Practitioner Register 2017 pdf.

http://www.fijimdc.com/view-content/21/Medical-Register.html

Israel

Ministry of Health Israel

https://registries.health.gov.il/Practitioners/1/search?certificate=%D7%A0%D7%95%D7%99%D7%A8%D7%95%D7%9B%D7%99%D7%A8%D7%95%D7%A8%D7%92%D7%99%D7%94

Ireland

Medical Counil of Ireland – provided by request

www.medicalcouncil.ie

Kenya

Kenya Medical Practitioners and Dentists Council website under Doctors' Retention Register.

https://medicalboard.co.ke/online-services/retention/

Malaysia

Malaysian Medical Council

https://nsr.org.my/home.html

Maldives

Maldives Medical and Dental Council

http://mmc.gov.mv/wp-content/uploads/MMDC-License-Registry4.pdf

Mauritius

Medical Council of Mauritius website

http://medicalcouncilmu.org/doctor

New Zealand

Medical Council of New Zealand website under register of doctors

https://www.mcnz.org.nz/registration/register-of-doctors/?keyword=&location=&area=&status=

Nigeria

National Surgical, Obstetrics, Anaesthesia & Nursing Plan (NSOANP) for Nigeria

https://6cde3faa-9fe6-4a8d-a485-408738b17bc2.filesusr.com/ugd/d9a674\_1f7aa8161c954e2dbf23751213bc6f52.pdf

Peru

Medical College of Peru website

https://www.cmp.org.pe/conoce-a-tu-medico/

Rwanda

Rwanda Medical and Dental Council website.

http://omr.hnrw.org/omr/main.jsp?Language=EN

Singapore

Singapore Medical Council website.

https://prs.moh.gov.sg/prs/internet/profSearch/main.action?hpe=SMC

South Africa

Health Professions Council of South Africa iRegister website.

http://isystems.hpcsa.co.za/iregister/

Trinidad and Tobago

Medical Board of Trinidad and Tobago website under the specialist register of medical practitioners.

http://www.mbtt.org/Specialist%20Register.htm

Uganda

Uganda Medical and Dental Practitioners Council website under licensed medical and dental practitioners 2019

https://www.umdpc.com/registers/LICENSED%20MEDICAL%20AND%20DENTAL%20PRACTITIONERS%202019.pdf

US Virgin Islands

Virgin Islands Medical and Dental Council website under the register of physicians.

http://www.bvimdc.com/BVI\_Medical\_%26\_Dental\_Council/MD\_Registry.html

Zimbabwe

Medical and Dental Practitioners' Council of Zimbabwe under Doctors' Retention Register

http://www.mdpcz.co.zw/mdpcz\_find/\_f/\_find\_practitioner.php

**Appendix II: InciSioN-Uganda Survey: SAO Training and Job Posts**

1. In Uganda, in 2019, how many post-graduate training positions are available in Surgery?  (Included in this number are: Cardiothoracic Surgery, General Surgery, Ear Nose Throat/Otorhinolaryngology, Neurosurgery, Ophthalmology, Orthopedic Surgery, Pediatric Surgery, Plastic Surgery, and Urology)

2. What locations/institutions have training available in Surgery (please list, including numbers of positions per year)?  Do any of the positions go unfilled?

3. In Uganda, in 2019, how many post-graduate training positions are available in Anesthesia?

4. What locations/institutions have training available in Anesthesia (please list, including numbers of positions per year)?  Do any of the positions go unfilled?

5. In Uganda, in 2019, how many post-graduate training positions are available in Obstetrics and Gynecology?

6. What locations/institutions have training available in Obstetrics and Gynecology (please list, including numbers of positions per year)? Do any of the positions go unfilled?

7. Please indicate which medical school you attend.  If your institution is not listed, please choose other and write in the name of your school.

a. Makerere University School of Medicine

b. Mbarara University School of Medicine

c. Gulu University

d. IHK Postgraduate Medical School at International Health Sciences University

e. Kampala International University School of Health Sciences

f. Uganda Martyrs University School of Medicine

g. St. Augustine International University College of Health, Medical and Life Sciences

h. Busitema University School of Medicine

i. Habib Medical School

j. Soroti University School of Health Sciences

k. Kabale University School of Medicine

l. Uganda Christian University School of Medicine

m. Other

8. Approximately how many medical students are currently enrolled at your school?

9. After graduating medical school, please indicate where you are likely to practice.

a. Kampala

b. Other city in Uganda

c. Rural/countryside in Uganda

d. Abroad

e. Other: