# **Appendix**

Table 1: The interviewees’ Information and other characteristics

| **Row** | **Level** | **Field of work** | **Position** |
| --- | --- | --- | --- |
| 1 | University | General practitioner | The intermediary between university and ministry |
| 2 | University | Computer engineer | The intermediary between university and ministry and IT manager of the hospital |
| 3 | University | General practitioner | The intermediary between university and ministry |
| 4 | University | Health Care management | Head of the medical economics department of university and the intermediary between university and ministry |
| 5 | University | Health Care management | Expert in the department of medical economics of the university |
| 6 | University | Computer engineer | In charge of the information technology at the vice-chancellery for Treatment of University |
| 7 | University | Computer engineer | Director of statistics and information technology and the intermediary between university and ministry |
| 8 | University | Health Care management | Hospital manager and the intermediary between university and ministry |
| 9 | University | Health Care management | Performance-based expert and the intermediary between university and ministry |
| 10 | Ministry | MBA (Master’s degree) | Expert in tariff policy and payment system |
| 11 | Ministry | Health policymaking (PhD) | Expert in tariff policy and payment system |
| 12 | University | Health Care management | The intermediary between university and ministry |
| 13 | University | Health Care management | The intermediary between university and ministry |
| 14 | Ministry | Health Care management | Expert in tariff policy and payment system |
| 15 | University | Nurse (Master’s degree) | Hospital matron |
| 16 | other | Medical specialist | Representative of the medical system |
| 17 | Ministry | General practitioner | Developer of NPS |
| 18 | other | General practitioner | Basic health insurer representative |
| 19 | other | Health policymaking (PhD) | University staff |
| 20 | Ministry | Health policymaking (PhD) | In charge of program development in the Ministry of Health |
| 21 | Ministry |  | Adviser to the deputy minister of development of health |
| 22 | Ministry |  | The technical deputy director of the vice-chancellery for treatment of the Ministry of Health |
| 23 | Ministry |  | Deputy head of nursing of the Ministry of Health |
| 24 | University | Faculty member | President of university |
| 25 | Ministry |  | The technical deputy director of nursing of the Ministry of Health |
| 26 | Ministry |  | Financial and accounting expert of the comptroller office of the Ministry of Health |
| 27 | University |  | Financial director of Shahid Beheshti University |
| 28 | Ministry |  | The technical deputy director of budget and performance monitoring center |
| 29 | University | Health services management | In charge of program implementation in the hospital |
| 30 | Ministry |  | The deputy director of strategic planning and coordination of the Ministry of Health |
| 31 | Ministry | Health services management (Master’s degree) | The former developer of performance-based payment program at IH Hospital |
| 32 | Ministry | Health services management (Master’s degree) | Adviser to the vice-chancellery for treatment of the Ministry of Health |