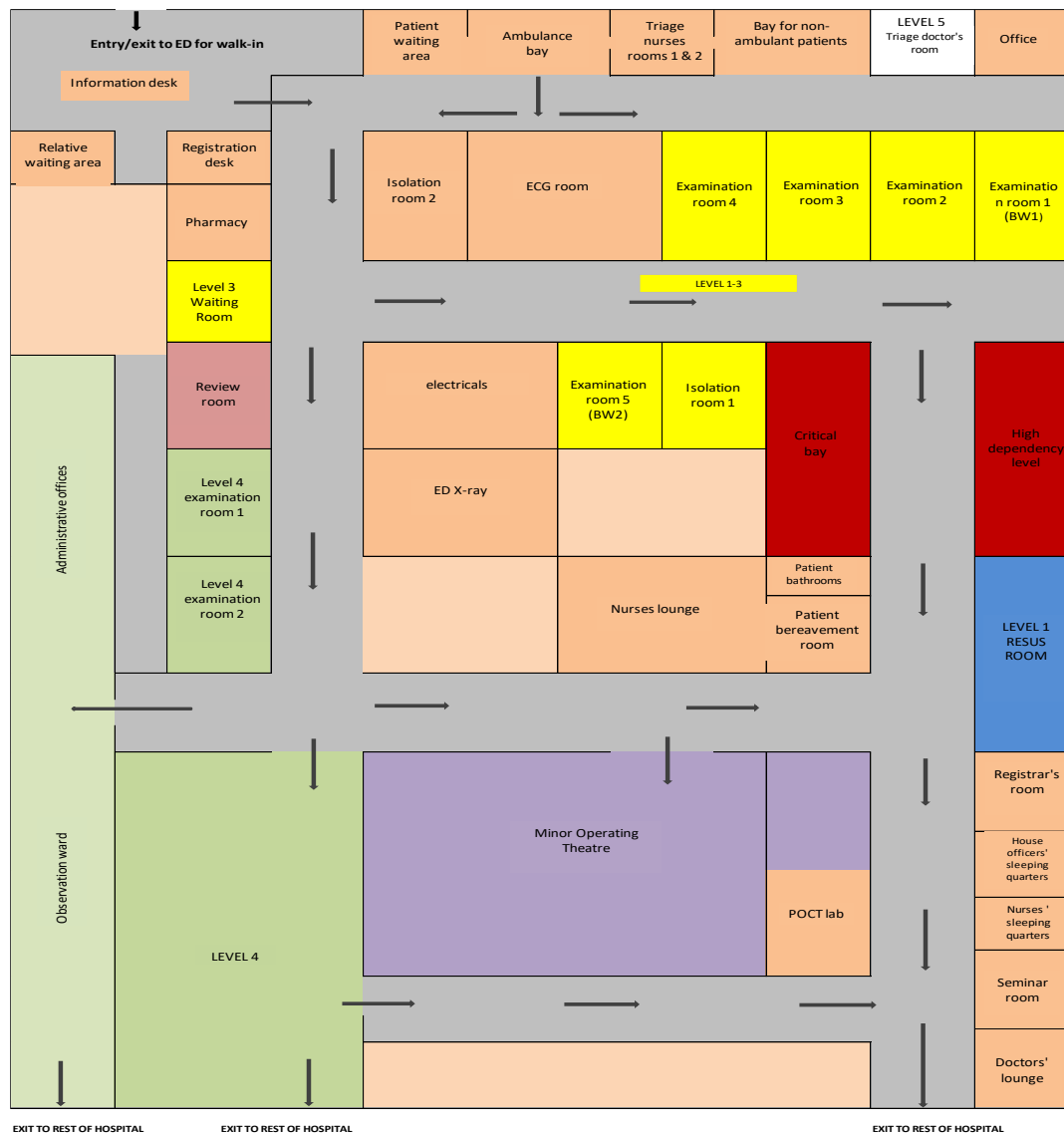


Supplementary File 1

Figure S1. Schematic layout of Emergency department

**Details of ED workforce staffing and structure**

The ED physician staff consisted of consultants, registrars and house officers. Consultants generally worked 8-4pm during the week, while there was always an on-site registrar. The house officers worked in five teams of approximately eight doctors per shift. An average of one registrar and eight house officers were assigned to each shift. Assignment of nurses to

each shift depended on staffing availability. Registered nurses were responsible for nursing care but their scope of practice did not include diagnosing, developing treatment plans or prescribing medication. Nurses could enroll in a trauma and emergency course to enable them to provide emergency nursing care to patients in EDs. Enrolled nursing assistants assisted nurses with basic patient monitoring while patient care assistants provided personal care to patients and assisted with general nursing tasks.

The ED had a 24-hour X-ray department and point of care testing laboratory. CT scan and ultrasound services were provided by the main hospital radiology department and were available 24 hours a day. Basic ultrasound services were also available within the ED performed by trained emergency doctors. Table S1 summaries the overall staffing structure in the ED during the study period.

Table S1. Overall staffing structure in ED during study period

Physician staff	Nursing staff (permanent)	Auxiliary staff
Consultants (n=5)	Nurses(n=32)	Escorts (n=35)
Registrars (n=8)	Enrolled nursing assistants (n=12)	Laboratory technicians (n=7)
House officers (n=40)	Patient care assistants (n=7)	