Records identified through database searching (n = 4247)

Additional records identified through other sources (n = 140)

Records after duplicates removed (n = 4387)

Records screened (n = 4387)

Records excluded (n = 4050)

Full-text articles assessed for eligibility (n = 337)

Did not meet quality criteria (n = 85)

Did not discuss governance AND workforce issues (n = 132)

Systematic review, bibliographies scanned for references (n = 7)

Studies included in qualitative synthesis (n = 113)