

Interview Schedule: Work-related stress: The Impact of COVID-19 on Critical Care and Redeployed Nurses: A mixed methods study

Opening/Background Questions	<ul style="list-style-type: none"> To begin, could you tell me a little bit about you and your role? Were you originally trained to work in critical care, or have you been re-deployed from another part of the hospital?
Experience of working in ICU during the pandemic	<ul style="list-style-type: none"> Can you tell me about your experience of working in critical care during the pandemic? <p>Follow-up - Could you describe how your typical working day has changed since the pandemic started?</p>
What are the main challenges?	<ul style="list-style-type: none"> Thinking back to your experiences of working in ICU during the pandemic can you tell me about any challenges/ the main challenges that you faced in your job? <p>Follow-up - How did that make you feel?</p> <ul style="list-style-type: none"> Can you describe how these challenges are different from the kinds of challenges you would normally experience working in critical care before the pandemic?
Job resources	<ul style="list-style-type: none"> Was there anything that helped you and your colleagues manage these daily challenges on shift? Thinking back, what resources were unavailable that would have been useful to help you manage daily challenges on shift?
Exploring best and most challenging shifts	<ul style="list-style-type: none"> Can you tell me about one of your best shifts during the pandemic? <p>Follow-up - What happened that made it stand out?</p> <ul style="list-style-type: none"> Can you tell me about one of the most challenging situations that you have encountered during the pandemic? <p>Follow-up - If you feel able, can you please tell me what happened that made it so challenging?</p>
Impact on well-being	<ul style="list-style-type: none"> How do you feel working during the pandemic has affected you personally in terms of your own wellbeing? How easy or difficult was it for you to detach from work after shift? Is there anything that helped you to recover in between shifts?

Transition Statement: From our first questionnaire we are aware that some staff have mentioned different wellbeing services or initiatives that were offered by their unit or the hospital throughout the pandemic. I would now like to ask you a few questions about that.

Identifying well-being Initiatives	<ul style="list-style-type: none"> • Were any "well-being initiatives/interventions" in place and available to you during the pandemic? <p>Follow-up - Can you tell me a bit more about the well-being initiative?</p>
Effectiveness	<ul style="list-style-type: none"> • Did you find any of the well-being initiatives helpful during the pandemic? <p>Follow-up - Why do you think that was helpful/ was not helpful for you?</p>
Accessibility	<ul style="list-style-type: none"> • In terms of the support measure you described, how easy or hard has it been for you to access this?
Gaps in provision	<ul style="list-style-type: none"> • Are there any other well-being initiatives support you would like? • What staff support measures do you think would be helpful in future waves of the pandemic?
Closing	<ul style="list-style-type: none"> • Is there anything more that you would like to tell me that I haven't asked you