

Interview guide

Introduction:

Introduce self and project.

Confirm confidentiality. Confirm that individual comments will not be discussed with employers and seniors. The research team is independent of the hospital management and working with a Health Research Authority framework and the data is secure.

Advise there are no right or wrong answers and we are interested in their experiences and views and would like them to be as honest as possible.

I may make the occasional note during the interview.

Ensure written informed consent. Advice of audio-recording Could you just confirm that you are happy to be audio-recorded.

Please describe your role and professional background: Age, clinical speciality, professional role, years in current role, years of work.

Beginning questions:

Do you experience ethical dilemmas or issues at work?

What kind of things make you feel uncomfortable at work?

Can you give me a specific example?

How did it make you feel?

What did you do?

What kind of things do you find challenging or upsetting at work?

Can you give me a specific example?

How did it make you feel?

What did you do?

What sort of work issues preoccupy you after work?

Can you give me a specific example?

How did it make you feel?

What did you do?

Have you had a situation where you felt that your personal beliefs were in conflict with what a patient wanted? With what the team wanted? What the patient's consultant wanted?

Can you give me a specific example?

How did it make you feel?

What did you do?

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Have you ever felt like you have had to give treatment that you did not agree with?

Can you give me a specific example?

How did it make you feel?

What did you do?

When you experience these kinds of situations, how do you cope?

Do you discuss them with anyone?

Do you have any support networks for discussing this kind of thing?

What do you think could be done to support doctors/nurses facing these situations?

Probes:

Can you provide a bit more background, such as why the patient was in hospital?

Can you describe how this made you feel?

What were your thoughts and feelings during this?

What were your thoughts and feelings after this?

Can you describe the ethical issues?

Can you provide an example?

Do you seek any support? Did the support help?

What support or help do you think could help?

Can you tell me a bit more about that?

How did you feel about that?

What was helpful?