

Appendix 1 – Topic Guide

- It is well known that many doctors are affected by mental illness, what are your thoughts on this?
- How open do you believe doctors are about their mental health? What are the reasons behind your answer?
- Do you believe there are any barriers to admitting or seeking help for a mental illness at work? What are they?
- Are you ever worried of developing a serious mental illness? How do you believe it would affect your career and life at work?
- In a situation where you self-diagnose yourself with a mental illness and it is affecting your working life, you are not able to concentrate at work, achieve burnout rapidly during the day and no longer feel any job satisfaction, you are increasingly becoming worried both for your own health and your patients' safety:
 - What would you do?
 - Who would you inform?
 - Who or what would be your first port-of-call for help and guidance?
 - What would you do about it?
 - How would it affect your work?
 - How would you try resolve the situation?
 - Would you ever refer yourself to the GMC? If so, at what point? If not, why not?
- Do you try to keep an eye out on your mental wellbeing, as well as colleagues at work with possible mental illness?
- What staff services are you aware of in the hospital for mental illness support or guidance? Would you ever use them if you needed them? Why so? Why not?
- What services for doctors are you are aware of nationally for mental illness support or guidance? Would you ever use them if you needed them? Why so? Why not?
- What are your thoughts on the support given to doctors for mental illness?
- Do you know the GMC guidelines about mental illness in the medical profession and when help should be sought?
- What do you know about the GMC health assessment? What do you think of it?
- What would be your thoughts regarding a colleague who had been referred to the GMC health assessment?
- What do you think of the process of appraisal and revalidation in regards to picking up mental illness in doctors?