

**Supplement 1. Qualitative Interview Guide “Wellbeing of General Practitioners”**

Introduction script:

- Hello, and thank you for your willingness to participate in this interview about GP wellbeing.
- This interview will take approximately 30 minutes.
- With your consent, a recording of this interview will be made for transcription and analysis. The video component of the recording is not necessary for transcription or analysis and can be turned off if you prefer. If you do decide to turn the camera off, you will still be able to participate in the interview. **\*\*indicate the video button on the bottom toolbar\*\*** Is that okay? Please note that I will ask you again once the recording starts to confirm that you have consented to recording.
- Then I will start the recording NOW.
- Can I confirm that you have consented to video / audio recording this interview?
- Have you read the Participant Information Statement?
- Do you have any further questions?
- Do you consent to take part in this research project?
- Great thank you. Let’s start.

Question	Prompt	Rationale
1. I’ll just start by asking some general information about yourself: a. Where do you work? b. How many years have you worked as a GP? c. Are you employed, contractor, owner?	<ul style="list-style-type: none"> <li>• Where is the GP practice located (metro, rural, remote)?</li> <li>• Have you worked in any other type of practice or location?</li> <li>• Have you specialised or received training in any specific additional areas?</li> </ul>	Understand the different demographic groups of Australian GPs that have volunteered to participate in this study.
2. How would you define wellbeing?	<ul style="list-style-type: none"> <li>• What does the concept ‘wellbeing’ mean to you?</li> <li>• Does wellbeing mean the same thing when you think of your own personal wellbeing compared to the wellbeing of your patients? Do you use the same ‘yardstick’?</li> </ul>	Introduction. Lead into their understanding of the subject of wellbeing.  Explore their personal meaning of wellbeing.
3. What promotes wellbeing for you on a personal level?	<ul style="list-style-type: none"> <li>• What do you generally do to keep yourself well?</li> <li>• Are there any resources, people, strategies you use to help maintain your wellbeing?</li> <li>• How important is improving your own wellbeing to you? Why is this so?</li> <li>• Are there any differences in how you maintain your own wellbeing at work, compared to when you are not at work?</li> </ul>	Explore how they stay well, what factors are involved to gain and maintain personal wellbeing.  How important is this to them.

4. What promotes your wellbeing on an organisational (GP practice) level?	<ul style="list-style-type: none"> <li>• How does the environment at work support your wellbeing?</li> <li>• Is there anything in your work environment that hinders or does not support your wellbeing? [If yes] What is that?</li> <li>• What needs to change?</li> <li>• What would need to happen in your immediate work surroundings for your wellbeing to be optimally supported?</li> </ul>	Explore what organisational factors need to be in place to gain and maintain personal wellbeing.
5. What promotes your wellbeing on a health systems level?	<ul style="list-style-type: none"> <li>• Looking at the situation from a systemic perspective, what keeps you well?</li> <li>• If you could wave a magic wand, what would need to be in place (ie. how would you change the system for GPs)?</li> <li>• What support could policy makers, RACGP college, PHNs, Medicare, health insurances, etc) provide?</li> </ul>	Explore what systemic factors need to be in place to gain and maintain personal wellbeing.
6. What is the impact of overall culture in health care on wellbeing?	<ul style="list-style-type: none"> <li>• How does the culture in health care influence the wellbeing of GPs?</li> <li>• How would you change the culture in health care to promote the wellbeing of GPs more generally?</li> </ul>	Explore cultural aspects to wellbeing.
7. Where do you access information and support to assist with your wellbeing?	<ul style="list-style-type: none"> <li>• Do you access any information or services to assist in your wellbeing?</li> <li>• If yes, how useful is this?</li> <li>• If no, what would this information or service need to look like to be useful to you?</li> <li>• What sort of interventions (or support) do you think could be implemented to improve GPs wellbeing? <ul style="list-style-type: none"> <li>○ How should these be delivered?</li> </ul> </li> </ul>	Continuing personal and professional development.
8. Is there anything else about wellbeing for GPs or your personal experience that you would like to share?	<ul style="list-style-type: none"> <li>• How has COVID-19 impacted GP wellbeing?</li> <li>• Has COVID-19 influenced any support/interventions focused on GP wellbeing being provided?</li> </ul>	Final question

**Supplement 2. Medicare terms explained.**

All definitions are direct verbatim quotes from the sources in parenthesis. Accessed online on 16/09/2021.

**Medicare**

'Medicare is Australia's universal health insurance scheme. It guarantees all Australians (and some overseas visitors) access to a wide range of health and hospital services at low or no cost.' (Australian Government, Department of Health, <https://www.health.gov.au/health-topics/medicare>)

'Medicare was introduced by the Commonwealth Government in 1984 to provide eligible Australian residents with affordable, accessible and high-quality healthcare. Medicare is based on the understanding that all Australians should contribute to the cost of healthcare according to their ability to pay. It is financed through progressive income taxation and an income-related Medicare levy.' (State Government Victoria, Department of Health, <https://www.racgp.org.au/download/Documents/e-health/Summary-of-new-MBS-item-numbers.pdf>)

**Medicare rebates and item numbers**

'The Medicare Benefits Schedule (the MBS) is a list of the medical services for which the Australian Government will pay a Medicare rebate, to provide patients with financial assistance towards the costs of their medical services. Medicare rebates do not, and were never intended to, cover the full cost of medical services. The Government sets a Medicare Schedule Fee to determine the amount of the rebate that patients receive from the Government.' (Australian Medical Association, <https://www.ama.com.au/sites/default/files/documents/Guide%20for%20Patients%20on%20How%20the%20Health%20Care%20System%20Funds%20Medical%20Care.pdf>)

**Bulk billing**

'Bulk billing means you don't have to pay for your medical service from a health professional. They [health professionals] bill us [Medicare] instead and they accept the Medicare benefit as full payment for the service. ... Not all health professionals bulk bill.' (Australian Government, Services Australia, <https://www.servicesaustralia.gov.au/individuals/subjects/how-claim-medicare-benefit/bulk-billing>)