

Appendix 1. Standards for Reporting Qualitative Research checklist^A

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^AO'Brien BC, Harris IB, Beckman TJ, Reed DA, Cook DA. Standards for reporting qualitative research: A synthesis of recommendations. Acad Med 2014;89(9):1245–51. doi: 10.1097/ACM.0000000000000388.

Appendix 2. Understanding how to promote and sustain General Practice supervisors' wellbeing – interview expression of interest

Note: This is published as supplied and is unedited by AJGP.

Participant Information Sheet

Research Title: Understanding how to promote and sustain General Practice supervisors' wellbeing

Researchers: A.Prof. Jill Benson AM (Senior Medical Educator – GPEx Ltd.); Dr Margaret Kay (Senior Lecturer – General Practice Clinical Unit, Faculty of Medicine, University of Queensland); Mr Shaun Prentice (Research Officer – GPEx Ltd.); Dr Helen Mullner (Medical Educator – GPEx Ltd.); Ms Michelle Pitot (Project Manager – GPEx Ltd.); Dr Taryn Elliott (Manager of Research and Innovation – GPEx Ltd.)

Thank you for your interest in participating in this research project. Please read the following information about the project so that you can decide whether you would like to take part in this research. Please feel free to ask any questions you might have about the project.

If you decide to participate in this research, please keep in mind that your participation is voluntary. If you do not wish to take part, you do not have to. If you decide to take part and later change your mind, you are free to stop at any time up until 01/10/2022. You would not need to give any explanation for your decision to withdraw from the project. If you choose to withdraw, your data will not be used in the research.

What is this research about?

GP supervisors are a vital part of the Australian General Practice Training model. Promoting the wellbeing of GP Supervisors may have a myriad of benefits over and above the benefits to the individual supervisor. However, little research has been conducted to explore wellbeing and burnout amongst GP Supervisors. This project seeks to remedy this gap by exploring how GP Supervisors understand wellbeing and burnout, what factors affect these, and what individual and organisational strategies might enhance and protect GP supervisors' wellbeing. You will not be required to disclose any personal experiences of burnout. This research project is supported by The Royal Australian College of General Practitioners with funding from the Australian General Practice Training Program: An Australian Government initiative.

What will I need to do?

If you would like to participate, please complete the expression of interest form at this link. This form will check your eligibility to participate and, if you are, requests basic demographic and professional experience details. These details will help the researchers select a broad range of GP supervisors. If you are selected, you will be invited to complete a 75-minute interview with a member of the research team. You will not be required to disclose any personal experiences of burnout. This interview will occur via Zoom. With your permission, the interview will be audio recorded and then transcribed. You will be given the option to review the transcript of your interview. If you choose to do so, following the interview when the interview transcript is available, you will be able to review the transcript and comment on or correct any content. We will send this to you in deidentified form in an email and you will have two weeks to provide your comment. If you need more time, then please let the research team know by return email. To acknowledge your participation, those who complete the interview will be provided a \$155 Prezzy gift card.

What are the possible benefits of taking part?

There will be no benefit to you from your participation in this research. The findings from this research will help identify threats and enablers of supervisors' wellbeing as well as interventional ideas, helping to inform development of relevant resources and policies. Additionally, the findings will enhance the theoretical understandings of wellbeing and burnout in GP Supervisors, supporting future research efforts.

What are the possible risks and disadvantages of taking part?

If you are selected to participate in the interview, you will be asked to discuss burnout. This discussion may raise issues related to mental health. The interview does not involve asking you to disclose any personal information about your own health or wellbeing. If the discussion becomes distressing at any point, you can immediately withdraw from the study, without needing to provide any explanation. If you would like support, then you can contact any of the following services:

- Lifeline – ph 13 11 14 or visit <https://www.lifeline.org.au>
- BeyondBlue – ph 1300 22 4636 or visit <https://www.beyondblue.org.au>
- Doctors' Health in QLD – ph 3833 4352 or visit <https://dhq.org.au>
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Interviews will be conducted by individuals who are registered with AHPRA and therefore have the obligation under The National Law for mandatory notification. Given the nature of the questions, it is highly unlikely that a participant will disclose information that could result in a mandatory report being made, but it is important that participants are aware of this issue for the interview.

Your contribution to the research and personal data will be kept confidential. You will not be identified in any publications arising from this research. Your views expressed in these interviews and decisions regarding participation and withdrawing will have no impact on your relationship with the research team, GPTQ, GPEx, the RACGP or the University of Queensland.

What will happen to the information about me?

All information collected about you will remain confidential. Your responses to the expression of interest form will be stored via Qualtrics and only accessible to members of the research team. With your permission, your interview will be audio recorded. The audio recording will be coded and then transcribed by a professional transcription company who has signed a confidentiality agreement. Any potentially identifying information will be removed as part of this transcription process. Audio recordings will temporarily be stored on secure GPEx servers and an encrypted hard drive, both of which will only be accessible to members of the research team. Transcripts will be stored on secure GPEx servers only accessible to members of the research team. When the transcript is ready, you will be given the opportunity to review the transcript. If you would like, you will be able to comment on or correct the information that you provided. Following this process, the audio recording will be securely destroyed. All other data will be stored for at least five years following submission of the final report (i.e. at least until December 2027). Interview data will be thematically analysed. As part of participating in this research, you will be offered a copy of a summary report of the findings. Your information will only be used as described in this participant information sheet and it will only be disclosed according to the consent provided, except as required by law.

It is anticipated that the results of this research project will be published and/or presented in a variety of forms. In any publication and/or presentation, information will be provided in such a way that you cannot be identified.

What will happen if I decide to withdraw?

Your participation in this research is voluntary and you are free to withdraw from the research anytime up until 01/10/2022 without needing to provide any explanation, and you would not receive any penalty or bias as a result of your withdrawal. Your decision to withdraw will have no impact whatsoever on your relationship with the research team, your RTO and/or GPEx, the RACGP or The University of Queensland. Should you decide to withdraw, all the information collected from/about you will be destroyed and will not be used in the research.

Can I hear about the results of this research?

You can choose to receive a summary report of the findings at the completion of the project. We also plan to publish a summary of the results on GPEx Website, present the results at relevant conferences and publish the findings in an academic journal.

Who can I contact if I have any concerns about the project?

This study adheres to the Guidelines of the ethical review process of The University of Queensland and the National Statement on Ethical Conduct in Human Research.

Whilst you are free to discuss your participation in this study with the researcher contactable at jill.benson@gpex.com.au, if you would like to speak to an officer of the University not involved in the study, you may contact the Ethics Coordinator on +617 3365 3924 / +617 3443 1656 or email humanethics@research.uq.edu.au

This research Ethics ID number: 2021/HE002612

In ticking this box, I indicate that I have read the above information sheet and agree to my responses to this form being used in the way described above

☐ I agree

Screening questions

Are you currently actively supervising an AGPT registrar?

- ☐ Yes
☐ No

Do you supervise a registrar remotely (i.e. supervise a registrar who is not in your practice)?

- ☐ Yes
☐ No

Are you a Supervisor Liaison Officer?

- ☐ Yes
☐ No

Are you a Medical Educator?

- ☐ Yes
- ☐ No

Are you currently a supervisor affiliated with GPEx or GPTQ?

- ☐ Yes
- ☐ No

How many years' experience do you have as a GP Supervisor?

Ineligible

Unfortunately, based on your responses you are not eligible to participate in this study. If you would like to receive a summary report of the findings from this study when it has concluded, please provide your email below. Thank you for your time.

Please provide your email address to receive a copy of the summary report if you are interested

Demographics + professional experience

Based on your responses, you are eligible to participate in this study. Please answer the below questions to be considered for participating in an interview

Please specify your gender

- ☐ Male
- ☐ Female
- ☐ Non-binary / third gender
- ☐ Prefer not to say

Which of these best represents your primary place of practice?

- ☐ Urban
- ☐ Outer metropolitan
- ☐ Rural
- ☐ Remote

Which of the following best describes your role in your current primary practice?

- ☐ Practice owner
- ☐ Partner
- ☐ Contractor
- ☐ Employee
- ☐ Other

For how many years have you practised as a GP?

How many non-registrar doctors work in your practice?

Do you also provide supervision to medical trainees other than GP registrars?

- ☐ Yes
- ☐ No

Please provide your email address so we can contact you if you are selected to participate in an interview

Would you like to receive a summary report of the findings from this research?

- ☐ Yes
- ☐ No

Appendix 3. Interview and focus group schedule²⁹

Question	Prompt/s
What do you think it means for a GP supervisor to be experiencing 'burnout'?	• What do you think are the signs and symptoms of a GP supervisor who is 'burnt out'? • What do you think might be the early warning signs? • What might be the signs and symptoms when burnout is more severe?
What do you think wellbeing looks like in a GP supervisor?	• What are the signs of wellbeing in a GP supervisor?
What do you think are the causes of burnout in GP supervisors?	• Personal • Registrar interactions • Workplace-based • Training organisation (including training staff)/Colleges • Any other causes? • Do you think these change as you gain more experience as a supervisor? • <i>(If identified multiple burnout symptoms)</i> Do you think the signs and symptoms of burnout might change based on the above? If so, how? (use participant's examples of causes and burnout symptoms)
What might be the consequences of burnout on one's role as a GP supervisor?	• What impact does burnout have on: – Teaching registrars – Supporting registrars – Assessing registrars
What do you think are effective strategies for managing burnout in GP supervisors?	• Personal • At the general practice you work in • Training organisation/Colleges • General practice as a whole/discipline • Resources (eg helplines)
What strategies have you seen GP supervisors use that are ineffective for managing burnout?	• Personal • At the general practice you work in • Training organisation • Resources (eg helplines)
What do you think are effective strategies for preventing burnout and promoting wellbeing in GP supervisors?	• Personal • Workplace-based (including training staff) • Training organisation/Colleges • General practice as a whole/discipline • Patient expectations
Are there any other comments you wanted to make today?	
GP, general practitioner.	