

**Supplementary Material**

**'Being in a place where it matters': GPs who do and do not work in Aboriginal Health Services**

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## Appendices

### Appendix 1: Standards for Reporting Qualitative Research Guidelines (O'Brien *et al.* 2014) checklist

No.	Topic	Item	Location
	<b>Title and Abstract</b>		
S1	Title	Concise description of the nature and topic of the study Identifying the study as qualitative or indicating the approach (e.g., ethnography, grounded theory) or data collection methods (e.g., interview, focus group) is recommended	Title page
S2	Abstract	Summary of key elements of the study using the abstract format of the intended publication; typically includes background, purpose, methods, results, and conclusions	Pages 1-2
	<b>Introduction</b>		
S3	Problem Formulation	Description and significance of the problem/phenomenon studied; review of relevant theory and empirical work; problem statement	Page 3
S4	Purpose or research question	Purpose of the study and specific objectives or questions	Pages 3-4
	<b>Methods</b>		
S5	Qualitative approach and research paradigm	Qualitative approach (e.g., ethnography, grounded theory, case study, phenomenology, narrative research) and guiding theory if appropriate; identifying the research paradigm (e.g., postpositivist, constructivist/interpretivist) is also recommended; rationale	Page 5
S6	Researcher characteristics and reflexivity	Researchers' characteristics that may influence the research, including personal attributes, qualifications/experience, relationship with participants, assumptions, and/or presuppositions; potential or actual interaction between researchers' characteristics and the research questions, approach, methods, results, and/or transferability	Pages 5-6
S7	Context	Setting/site and salient contextual factors; rationale	Page 4
S8	Sampling strategy	How and why research participants, documents, or events were selected; criteria for deciding when no further sampling was necessary (e.g., sampling	Pages 4-5

		saturation); rationale	
S9	Ethical issues pertaining to human subjects	Documentation of approval by an appropriate ethics review board and participant consent, or explanation for lack thereof; other confidentiality and data security issues	Page 4
S10	Data collection methods	Types of data collected; details of data collection procedures including (as appropriate) start and stop dates of data collection and analysis, iterative process, triangulation of sources/methods, and modification of procedures in response to evolving study findings; rationale	Page 5
S11	Data collection instruments and technologies	Description of instruments (e.g., interview guides, questionnaires) and devices (e.g., audio recorders) used for data collection; if/how the instrument(s) changed over the course of the study	Page 5
S12	Units of study	Number and relevant characteristics of participants, documents, or events included in the study; level of participation (could be reported in results)	Page 5
S13	Data processing	Methods for processing data prior to and during analysis, including transcription, data entry, data management and security, verification of data integrity, data coding, and anonymization/deidentification of excerpts	Page 5
S14	Data analysis	Process by which inferences, themes, etc., were identified and developed, including the researchers involved in data analysis; usually references a specific paradigm or approach; rationale	Page 5
S15	Techniques to enhance trustworthiness	Techniques to enhance trustworthiness and credibility of data analysis (e.g., member checking, audit trail, triangulation); rationale	Pages 5-6
	<b>Results/findings</b>		
S16	Synthesis and interpretation	Main findings (e.g., interpretations, inferences, and themes); might include development of a theory or model, or integration with prior research or theory	Pages 6-13
S17	Links to empirical data	Evidence (e.g., quotes, field notes, text excerpts, photographs) to substantiate analytic findings	Pages 6-13
	<b>Discussion</b>		
S18	Integration with prior work, implications, transferability, and	Short summary of main findings; explanation of how findings and conclusions connect to, support,	Pages 13-16

	contribution(s) to the field	elaborate on, or challenge conclusions of earlier scholarship; discussion of scope of application/ generalizability; identification of unique contribution(s) to scholarship in a discipline or field	
S19	Limitations	Trustworthiness and limitations of findings	Pages 15-16
	<b>Other</b>		
S20	Conflicts of interest	Potential sources of influence or perceived influence on study conduct and conclusions; how these were managed	Title page
S21	Funding	Sources of funding and other support; role of funders in data collection, interpretation, and reporting	Title page

## Appendix 2: Demographic surveys

### Study One demographic survey

#### Demographic Survey

Thank you for choosing to participate in this research project. We would like to ask you a few brief questions about your background and experiences. You may leave any of the following questions blank if you wish.

1. Please circle the age range you are in:

20-29      30-39      40-49      50-59      60-69      70+

2. (Approximately) how old were you when you began your medical studies?

\_\_\_\_\_

3. Do you identify as Aboriginal or Torres Strait Islander?

Yes      No

    

4. Does anyone in your family or extended family identify as Aboriginal or Torres Strait Islander?

Yes      No

    

5. If yes, who?

\_\_\_\_\_

6. Please list the Aboriginal Health Services where you have worked and the date when you were at each:

Aboriginal Health Service	Years (Approx.)

Thank you for taking the time to complete this survey.

## Study Two demographic survey

### DEMOGRAPHIC SURVEY

Thank you for choosing to participate in this research project. We would like to ask you a few brief questions about your background and experiences. You may leave any of the following questions blank if you wish.

1. Please circle the age range you are in:

20-29

30-39

40-49

50-59

60-69

70+

2. Do you identify as Aboriginal or Torres Strait Islander?

Yes

No

3. Does anyone in your family or extended family identify as Aboriginal or Torres Strait Islander?

Yes

No

4. If yes, who?

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5. With which South Australian organisation did you complete your General Practice Training?

GPEX

Adelaide to Outback

Sturt Fleurieu

6. Please list the Aboriginal Health Services where you have worked at before, during and after your GP training and how long you were at each. For the Aboriginal Health Service that you worked at during your GP training, please indicate what GP term you were in (eg GPT1):

Aboriginal Health Service	Duration (months)	Before, During or	What term of
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	<b>approx.)</b>	<b>After GP training</b>	<b>GP training</b>
<i>E.G Nunkuwarrin Yunti</i>	<i>6 months</i>	<i>During</i>	<i>GPT3</i>

7. Please provide some information about your current workplace:

Name of current workplace	Urban or rural setting	Number of doctors at workplace	State	Duration (months approx.)

Thank you for taking the time to complete this survey.

### Appendix 3: Interview schedules

#### Study One interview schedule

Topic	Question(s)	Prompts
Training Experience	Confirm where and when you completed your Aboriginal Health Training Post placement ...	What were the most positive elements of your experience (personal; medical/ professional; cultural)?
		What were the biggest challenges (personal; medical/professional; cultural)?
		How did you overcome these?
		Was there anything the training provider could have done to remove or assist with these barriers?
		Was there anything your supervisor could have done to remove or assist with these barriers?
	Describe any elements from your experience(s) which you feel prepared you for your current position...	Which experience are you referring to? (participants with multiple experiences)
		Was there anything the training provider could have done to better prepare you for your current position?
Current and Future Work	Where you are currently working...	Take me through how you came to work at [health service]...
		Are you working in Aboriginal communities in any non-clinical areas?
		Do you intend to continue working in Aboriginal Health in the future? Why?
		Are there any skills you would like to develop to better facilitate working in Aboriginal health in the future?
Overall enablers and barriers to decision making	What factors influenced your decision to work in an Aboriginal Health	Why are you working in Aboriginal health?
		Personal, professional,



Topic	Question(s)	Prompts
	Service... ...initially? ...in an ongoing way? ...positively? ...negatively?	previous experience Why did you choose this health service? Have there been other Aboriginal influences or exposure to other cultures or communities in your life? Do you think these experiences have had any impact on your journey in Aboriginal Health? Has your AGPT Aboriginal Health training program impacted on you working in an Aboriginal Health service? Why? What were the barriers? How did you overcome them? Was there anything the training provider could have done to remove or assist with these barriers?

## Study Two interview schedule

**PROJECT TITLE:** “Why GPs choose not to continue work in Aboriginal Health Services; A qualitative investigation of South Australian GP graduates”

I am a GP registrar with the South Australian GP training program (GPEx) and am currently completing an academic research post.

This project hopes to identify what barriers or challenges GPs faced during Aboriginal Health placements in AGPT training that may have influenced their decision not to work in an AHS after fellowship. We would like to know about your experiences in Aboriginal Health prior to and during your GP training. We also want to explore the reasons why you haven't continued to work in this field.

With this information, we hope to suggest changes to the GPEx program, in order to overcome some of these barriers and encourage more GPs to work in Aboriginal Health following fellowship, given the current shortage of GPs working in this area.

GPEx will not have access to any individual or identifiable data. You are free to say 'no comment', refuse to answer questions, or ask for the recording to be stopped at any time.

I'm going to start recording now, and I will be writing a few notes along the way to keep track of what you have said.

### Initial Experiences

Firstly I want to ask a few questions about your experience in Aboriginal Health.

- Prior to AGPT training had you had any first-hand experience with Aboriginal and Torres Strait Islander people or in Aboriginal communities?
  - o Prompts: medical school, prior employment, in your youth
- Can you tell me about this experience?
- How has this experience impacted on your career choice? *And decision to work in Aboriginal health?*
  - o Prompts: positively or negatively
  - o

### Australian General Practice Training Experience

Let's have a chat about your Aboriginal Health placement during your General Practice training.

- Why did you choose to complete a placement at an AHS during your training?
- How did the prior experiences we discussed earlier influence your decision to complete a placement in an AHS?
  - o Prompt: personal/moral motivations
- What were the positive elements of your experience working in an AHS?

- Prompts: personal; medical/professional; cultural
- What were the challenges you faced during your placement?
  - Prompts: personal; medical/professional; cultural
- Did you overcome these challenges? If yes- how?
  - Prompts: resilience, support eg from colleagues/supervisors/training organisation
- Was there any additional support the training organisation could have provided to assist you to overcome these challenges? If yes- how?

We have just talked about your AHS placement.

- Was there any other training that you received in Aboriginal Health and cultural awareness as a registrar? Tell me what it involved.
- Did you find it useful for your learning? Why/why not?
- Did this training impact your career decision making in any way?

### **Current work**

- Why did you choose to work in this practice?
  - Prompts: Means of recruitment (previous experience there, connection with staff members etc)
- Do you intend to stay at this practice?

### **Aboriginal Health Service Experience Post Graduation**

- Have you worked in an Aboriginal Health Service since graduating from AGPT training?
  - If yes
    - Can you explain why you chose to work in this AHS?
    - Why did you decide to move away from this AHS?
      - Prompt: professional, personal, previous experience
  - If no
    - Have you considered working in an Aboriginal Health Service since completing your training?
    - If yes- what have been the barriers that prevented this?
      - Prompt: professional, personal, previous experience
    - If no- can you take me through the reasons why you haven't considered working in an Aboriginal Health Service?
      - Prompt: professional, personal, previous experience
- Were there any factors during your GP training that contributed to you making the decision not to work in an AHS following fellowship?
- Is there anything that the GP training organisation could have done to remove or assist with the barriers you identified?
- What would need to change (generally) to make you want to go back to an AHS

### **Use of skills developed Post Graduation**

- Do you feel you are using the skills you developed during your AHS placement-how?
- Do you feel you are using the skills you developed from completing Aboriginal Health and cultural awareness training during AGPT- how?
- Do you see any Aboriginal or Torres Strait Islander patients at your current practice? Were the skills you obtained during your GP training helpful for this?

## **Future Intentions**

- Would you consider working in an AHS in the future?
- If you could imagine the perfect Aboriginal Health placement and training that would encourage GPs to work in an AHS, what would it be?

Is there anything further you would like to add?

I'm going to stop the recording now.

You will be emailed a copy of the interview transcript as soon as it has been transcribed and will be given one week to review it. You can withdraw from the project at any time up until one week after the transcript has been sent to you.

Do you have any questions?

## **References**

O'Brien, BC, Harris, IB, Beckman, TJ, Reed, DA, Cook, DA (2014) Standards for Reporting Qualitative Research: A Synthesis of Recommendations. *Academic Medicine* **89**, 1245-1251.