

Supplementary Material

Examining the experience of healthcare workers who led staff wellness rounding during the COVID-19 pandemic

Natalie Wilson^{A,B,*} (MBA, MSc, Director), *Louise Smith*^C (MPH, Nurse Manager), *Robyn Taylor*^{A,D} (PhD, Lecturer) and *Friedbert Kohler*^{E,F} (BMed/MD, Conjoint Professor, Clinical Director)

^ASchool of Population Health, UNSW, Sydney, NSW, Australia

^BTransforming Your Experience, South Western Sydney Local Health District, Eastern Campus, Locked Bag 7279, Liverpool BC, NSW 1871, Australia

^CPublic Health Unit, South Western Sydney Local Health District, Locked Bag 7279, Liverpool BC, NSW 1871, Australia

^DEducation and Organisational Development Service, Liverpool Hospital Eastern Campus, Locked Bag 7279, Liverpool BC, NSW 1871, Australia

^ESchool of Clinical Medicine, UNSW, Sydney, NSW, Australia

^FAged Care and Rehabilitation, South Western Sydney Local Health District, Locked Bag 7279, Liverpool BC, NSW 1871, Australia

*Correspondence to: Email: Natalie.wilson1@health.nsw.gov.au

File S1 - Staff Wellness Rounding – Survey Question Set

	Question	Answers
1	Have you been involved in staff wellness rounding in the last 6 months?	Yes→ Move to question 2. No → End survey Unsure → End survey
2	Who did the staff wellness rounding with you or your team?	Your Manager/Leader A member of the Staff Wellness Team Unsure
3	How was the staff wellness rounding delivered?	Face to face Virtual (Skype, MS Teams, Zoom) Phone Call Unsure
4	What was the format of the staff wellness round?	One to one (individual session) Group Session
5	Did staff wellness rounding provide an opportunity for you to escalate issues or concerns you have related to COVID_19	Strongly agree. Agree Neither agree nor disagree Disagree Strongly disagree
6.	Did staff wellness rounding provide an opportunity to recognise or acknowledge staff member(s) for their work?	Strongly agree. Agree Neither agree nor disagree Disagree Strongly disagree
7	Did staff wellness rounding provide guidance about how to access further support and or information about staff wellness?	Strongly agree. Agree Neither agree nor disagree Disagree Strongly disagree
8	I felt that my concerns were listened to and heard during staff wellness rounding.	Strongly agree. Agree Neither agree nor disagree Disagree Strongly disagree
9	I felt safe to raise my concerns during staff wellness rounding?	Strongly agree. Agree Neither agree nor disagree Disagree Strongly disagree
10	Would you recommend staff wellness rounding to other staff?	Yes No Unsure
11	Why or why not?	Free Text
12	Did you feel like anything changed because of wellbeing ie issues were addressed or initiatives implemented?	Yes No Unsure
13	Do you have any comments about SWR ?	Free text
14	Please select the Facility or Service that you primarily work at from the list below	XX
15	Please select your work place discipline from the list below	XX

File S2: Semi structured Interviews for the leaders who did the Staff Wellness Rounding.

Script:

Thank you for agreeing to participate in this interview. This will take approximately 30 -40 minutes. Approval has been received from ethics for approval as part of Phase 2 of this study. Please ensure that you have received and read the Participant information sheet to complete the consent prior to completion of this interview. If you have completed these, are you happy to continue?

Based on feedback from the survey that was distributed to staff and managers, it became apparent that to meet our objectives of the research, we needed to interview those who participated in rounding (roundees) and those who rounded with staff (rounders).

Objectives

- Understand and evaluate Staff Wellness Rounding (SWR) in XX. This includes:
 - understanding the effectiveness of SWR for managers and frontline staff,
 - determining the impact of SWR in the organisation
 - evaluating the current model of SWR

The following questions have been devised as a part of a semi-structured interview based on the feedback from a staff survey in order to attain a deeper understanding of the perspectives of the rounders and roundees.

Question Set

Understanding of SWR

- In your words, what was the intention of the SWR?

When and who should SWR

- When did you do SWR? Why did you do them at those times?
- How did you engage with staff in SWR eg: face to face, telephone?
- When do you feel SWR should be conducted and by whom?

Skills and Knowledge

- Did you feel you were skilled enough to do SWR?
- What preparation and training do you feel a SWR needs?

Outcomes

- How do you escalate the outcomes of the SWR?
- How are the outcomes/actions of the SWR communicated back to staff, escalated to leaders?
- How do you determine what gets escalated or addressed from a SWR?

Other

- What did you like about SWR?
- What could be improved about SWR?
- How did you feel the SWR impacted on the roundee (staff) wellness or wellbeing?
- Is there anything else you would like to add about SWR?