

Supplementary Material

Evaluating the research capacity and culture of an urban Mental Health and Wellbeing Program

Stanley Innes^{A,B,*} (PhD, Research Associate), *David Taylor*^C (PhD, Director of Research and University Relations) and *Judith Hope*^{A,B,D} (PhD, Director, Eastern Health Mental Health & Wellbeing Program Research, Evaluation & Development Clinical Adjunct Associate Professor of Psychiatry, Monash University)

^AAdult Mental Health and Wellbeing Program, Eastern Health, 5 Arnold Street, Box Hill, Vic 3128, Australia

^BEastern Health Clinical School, Monash University, Eastern Health, 5 Arnold Street, Box Hill, Vic 3128, Australia

^COffice of Research and Ethics, Eastern Health Institute, Eastern Health, 5 Arnold Street, Box Hill, Vic 3128, Australia

^DCentre for Mental Health Education and Research, Delmont Private Hospital, Eastern Health, 5 Arnold Street, Box Hill, Vic 3128, Australia

*Correspondence to: Email: Stanley.Innes@easternhealth.org.au

Supplementary Material: Qualitative Section

Comments 1: "Comment on any of the Organisational issues"

Themes: Two themes emerged with respect to the open-ended responses to the barriers to research at an organisational level.

1. I don't know about the organisational research process.

"How to go about a research project is not easy to access particularly if you are not doing it as part of your studies / I have very little understanding into how research is done in EH."

2. Perceived lack of support from organisation / funds / software/time

".. currently with the range of organisational changes and lack of administrative or adequate time to support it, means that it is a passion project and people who undertake it spend significant hours of their own time to complete any form of research. Operational requirements are clearly prioritised for most allied health teams, other than if in a project role."

Comments 2: "Comments to biggest motivators to research on your team?"

Themes: The common themes that emerged surrounded compliance with best practice, team environment, professional gain, and time availability.

1. I want to improve health outcomes of patients and consumers.

"To improve and support effective clinical practice."

"Wanting to do a good job."

2. A supportive and curious team environment.

"Curiosity, innovative thinkers, people who want to validate, celebrate and encourage best practice."

3. Individual or collective gain for team motivation. Publications, advancement of career and/or recognition of the team were also seen as important.

"To be leaders in practice area (and) publish the work we are doing".

4. A lack of allocated time to complete research alongside operational requirements.

"... not a lot of time within daily workload to manage research".

5. Their team does not participate in research / not a priority.

"My team does not currently participate in any research activities."

"We know we should be doing it but we don't."

Comments 3: "What are the biggest barriers to research on your team?"

Themes:

1. Time poor due to workload

"...there is no funded/allocated time for research."

"Operational needs of the work regularly override research."

2. Lack of knowledge on how to do "research"

"Lack of discussion around opportunities for research, nil discussion around pathways for interested clinicians to become involved in research."

"I wouldn't even know how to get a research project off the ground."

3. Lack of leadership support

"Lack of support from management and multidisciplinary participation in active research ideas or projects."

"It is great to have a few champions but we need a greater research culture backed at all levels."

4. Lack of data access / analysis skills

"There is a lack of access to relevant data . . ./ . . we need complete access to databases, research training, experts/supervisors."

Comments 4: "Open-ended responses to personal motivators to do research"

Theme: A desire to contribute in some way.

"I want to contribute to my profession and organisation."

Comments 5: "Open-ended responses to personal barriers to doing research".

Theme: "Negative past experiences"

"I had a negative experience with submitting a research piece to a journal. Did not find the process to be constructive."