

**Article title:** UK Healthcare Workers' Experiences of Major System Change in Elective Surgery During the COVID-19 Pandemic: Reflections on Rapid Service Adaptation

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**Supplementary file 1.** Topic guide

**1. Background: Can you tell me about your role?**

- *Can you tell me a bit about your role? (e.g. Daily tasks, department, responsibilities)*

**2. Have you been in contact with patients who had suspected and/or confirmed COVID-19?**

- *In what capacity?*
- *How have you found working around these patients?*
- *PPE physical effects? (E.g. dehydration, discomfort, restriction in movement, difficulties communicating)*
- *How has PPE impacted the type of care you provide patients?*
- *What psychological/emotional impact did this have on you?*

**3. Could you briefly explain how Covid-19 has impacted on elective and emergency surgery at your health facility?**

- *How has this affected your normal daily tasks/responsibilities? Change of role?*
- *What tasks are you able to do more or less effectively?*
- *Has there been an impact on staff's ability to make diagnoses and act on them?*
- *Has the supply of drugs, equipment and PPE been affected?*
- *Have staff been redeployed from or within your health facility*

**4. What do you think about the initial decision to cancel or delay non-emergency surgeries?**

- *Was it made at the right time?*
- *How was the decision communicated to you?*
- *Did you express any concerns about the strategy and if so, were you listened to?*
- *Have any decisions during Covid-19 have been clinically-led by yourself or colleagues at your facility? Which?/Why not?*
- *What effect did this decision to delay/cancel surgeries have on care-seeking by patients?*
- *How do you think the delay or cancellation of surgeries will have impacted on patient outcomes and mental health?*
- *Have you felt that delaying or cancelling patients' surgeries has had an effect on your own mental health? In what way?*

**5. What were the preparedness strategies implemented locally (department, hospital or Trust)?**

- *Did you feel these strategies were enough?*
- *What do you feel was particularly successful?*
- *Should the Trust have prepared differently?*
- *Did you receive any training? (including but not limited to PPE training such as mental health and well-being training)*
- *Did you have access to guidance on PPE?*

**6. NHS England issued a six-week action plan to restart non-urgent Covid-19 care.**

- *Are you aware of the procedure for how and when services will restart at your health facility?*
- *What impact will this have on your role and your daily tasks?*
- *Are staff being given the opportunity to provide feedback and through what means?*
- *What do you think about the handling and coordination of this pandemic with regards to surgery? What was done well and what would have been improved?*

**7. Do you currently have any concerns or fears in relation to ...**

- *Restarting elective surgeries (timing, staffing, equipment, PPE, capacity, patient safety)*
- *Other work concerns (response efforts, PPE, services)*
- *The national effort*

**8. Over the past months, have you experienced any problems with aspects of your daily life such as sleeping, eating, concentration, or additional worries or anxiety?**

**9. Mental health support (to address risk of moral injury, trauma and developing severe mental health problems)**

- *Are you aware of any support available for staff wellbeing and mental health?*
- *Have you had the opportunity to talk about your mental health with your supervisor/team leader?*
- *Have you had worrying experiences in the last week? Did you receive support after? If so, what type of support? (including formal and informal support)*
- *Interactions between peers: Do you have time to socialise with your team? What has changed with COVID-19?*

**10. Is there anything else you would like to mention that you feel is important?**