**Appendix 1: Interview schedule**

The information to be collected from participants during the interview will be the demographic information (see following page) and their responses to the following questions.

**A: Experience of the implementation process**  
*Filter question: Will you be involved in the implementation process for the [Unit]?*

**[If yes]**

* What will be your role in the implementation?
* Tell me about the decision to create the [Unit].
* What are your hopes for what the [Unit] will achieve/ changes it will bring?
* Tell me about what the implementation involves.
* What do you think will be the biggest challenge? How will you address that challenge?
* Do you have any concerns about the implementation of the [Unit] or SIBR?

**[If no]**

* What have you heard about how the planning and implementation of the [Unit]?

**B: Work practice changes**

*Filter question: Do you regularly work on the [Unit]?*

**[If yes]**

* Tell me about a typical working day.
* How are rounds conducted at the moment?
* How do you interact with patients?

**[If no]**

* What is your current involvement with the [Unit]?

**C. Team functioning**

*Filter question: Do you regularly work on the [Unit] team?*

**[If yes]**

* Can you tell me a bit about what it’s like to work within the [Unit] team at the moment?
  + Prompt: Is there usually a team leader? Does the leader change depending on circumstances? Do team members know who the team leader is at any given time?
  + Prompt: Do you enjoy working in a team in general? Do you feel confident contributing to the team processes?
* What do you feel that the role of [your discipline] is within the [Unit]?
  + Prompt: How are decisions made about patient care?
* Have you had any formal training in teamwork?
  + Prompt: Do you think formal training in team skills such as communication will be useful prior to the implementation?

**[If no]**

* How do you find working with the [Unit] team?
  + Prompt: are there any particular challenges?
* What do you believe a new staff member would think and feel when they start work in the team?
* Do you get the impression that there is usually a clear team leader? Does the leader change depending on circumstances? Do team members know who the team leader is at any given time?

**D. Job satisfaction**

* How do you feel about coming to work each day?
* Do you think the new [Unit] work practices will make your job easier or harder?
* Do you think the new [Unit] work practices will have an impact on your ability [or the ability of the team] to make a difference for patients?

**E. Patients and families**

* What impact do you think the new ways of working will have on patients and families?

**Demographic information**

The following demographic information will be collected from each interviewee. The information will not be associated with any individual’s name, since this sheet will be given a number that will also be the individual’s code reference for analysis purposes.

1. Gender
2. Profession
3. Role within the [Unit]
4. Time since qualifying to practice this profession
5. Time in this organisation
6. Time in the [Unit]