

Supplementary material S1: Interview guide – barriers and enablers to working increased hours (or returning to work) in the healthcare workforce

This is an outline of the types of topics to be covered in the interviews, with prompts for discussion where needed. The guide is intended to encourage discussion and is to be used as a guide only.

1. Can you please tell me a little bit about yourself?
2. Prompts: E.g., home life, family, how long have you worked in health, where do you live.
3. Can you please describe your background working in the health workforce?
 - a. What are your qualifications?
 - b. Where have you worked?
 - c. What did you do?
4. What can you tell me about your experience of leaving / reducing your hours in the profession?
 - a. What were the main reasons for leaving?
 - b. Can you describe anything that may have helped you to remain in the workforce at the time?
5. Could you please describe what prevents you from re-entering / increasing your work hours in the health workforce?
 - a. Does the availability of childcare/etc affect your ability to re-enter the health workforce?
 - b. Are there any challenges you would need to navigate to re-enter the health workforce?
- c. To what extent do you think these issues prevent you from re-entering the health workforce?
6. How do you think you would be best supported/encouraged to re-enter the health workforce?
 - a. Would training / funding / parking / childcare / cultural support / language support etc assist you to re-enter the workforce?
7. How do you think others would be best supported/encouraged to re-enter the health workforce?
8. To conclude, we'd like to ask you some general questions about yourself:
 - a. Which age category do you belong to: under 18 years, 18-30 years, 31-40 years, 41-50 years, 51-60 years, ≥ 61 years
 - b. What is your gender?
 - c. Do you identify yourself as an Aboriginal and/or Torres Strait Islander person?
 - d. Which health profession/s are you qualified to work in?
 - e. Which of the following categories best describes your current employment status? Part-time in the health care sector, Casual in the health care sector, Not employed in health care sector
- f. Would you describe yourself as having left the health workforce temporarily or permanently?

Close of session:

"Thank you for participating in this interview. If you have any questions or concerns related to this project at any time, please contact the research team or the Griffith University Ethics Office. The contact details for these groups are provided in your information sheet.

Following completion of this project, a summary of the study findings will be developed. If you would like to receive a copy of this summary, please provide your email address to the interviewer. This email address will be stored securely and separate to the study data and used only to circulate the summary at the conclusion of the project. If this interview has raised any concerns for you, please consider contacting Beyond Blue on 1300 22 4636 or Lifeline on 13 11 14 for confidential support."