

## **Supplementary material S1: Survey items used in present analysis**

**Source:** Saskatchewan International Physician Practice Assessment (SIPPA) Rural Practice Monitoring Survey and Supervision Meeting Form. Only items relevant to the present analysis are reproduced below. Questions unrelated to workload sustainability have been omitted for brevity.

### **Part A. Rural Practice Workload Survey (Physician Self-report)**

#### **1. How many emergency department (ED) shifts do you do each month?**

- ☐ 0
- ☐ 1–4
- ☐ 5–8
- ☐ 9–12
- ☐ 13–16
- ☐ 16+

#### **2. Length of your usual ED shift**

- ☐ Less than 12 hours
- ☐ 12 hours
- ☐ 24 hours

#### **3. How many consecutive days do you typically work in the ED on weekends?**

- ☐ 1 day
- ☐ 2 days
- ☐ 3 days
- ☐ 4 or more days

#### **4. Do you receive any post-call time off?**

- ☐ Yes
- ☐ No

#### **5. If you do not receive post-call time off, how many patients do you routinely see after midnight?**

- ☐ 0
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4 or more

#### **6. Do you have any additional clinical responsibilities while on ED call? (Select all that apply)**

- ☐ None
- ☐ Telephone visits
- ☐ Prescription refills
- ☐ Hospital inpatients
- ☐ Long-term care patients
- ☐ Walk-in clinic

☐ Simultaneous regular clinic

**7. How many patients do you typically see during a clinic day?**

- ☐ 5–10
- ☐ 10–15
- ☐ 15–20
- ☐ 20–25
- ☐ 25+

**8. Out of 100%, approximately what proportion of your patients are:**

Uncomplicated: \_\_\_\_\_ %

Complex: \_\_\_\_\_ %

(Total = 100%)

**9. Approximately how many hours per day do you spend outside regular clinic hours completing charting and clinical administrative tasks?**

- ☐ 0
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4 or more

**10. Approximately how many hours per week do you spend on clinical work (direct + virtual) in the ED, clinic, and clinical administrative activities?**

- ☐ Less than 40 hours
- ☐ 40–60 hours
- ☐ 60–80 hours
- ☐ 80+ hours

**Part B. Supervision Meeting Form**

**11. Clinical workload over the past month**

*How would you rate the sustainability of your current clinical workload?*

- ☐ Sustainable
- ☐ Somewhat sustainable
- ☐ Seldom sustainable
- ☐ Not sustainable
- ☐ Prefer not to answer

**12. Quality of care over the past month**

*To what extent does your clinical workload affect the quality of care you provide?*

- ☐ Does not affect quality of care
- ☐ Sometimes affects quality of care
- ☐ Often affects quality of care
- ☐ Always affects quality of care
- ☐ Prefer not to answer

**13. Personal wellness over the past month**

*To what extent does your clinical workload affect your personal wellness?*

- ☐ Does not affect my personal wellness
- ☐ Sometimes affects my personal wellness
- ☐ Often affects my personal wellness
- ☐ Always affects my personal wellness
- ☐ Prefer not to answer

### **Part C. Open-ended Questions**

Participants were also invited to elaborate on their responses through free-text comments, including:

***Comments regarding workload***\_\_\_\_\_

***Comments regarding quality of care***\_\_\_\_\_

***Comments regarding personal wellness***\_\_\_\_\_

These narrative responses formed the qualitative dataset used for the thematic analysis and triangulation with the quantitative findings.

***\*Note:*** For analysis, response categories were collapsed where appropriate to improve interpretability and ensure adequate cell counts for statistical modelling