

APPENDIX 1 – Online Self-Report Survey

Understanding the impact of ICU wellbeing sessions during COVID 19

Thank you for participating in our ICU pharmacy wellbeing sessions and for working with the limitations of the technology available to us. The high profile given to the mental health and wellbeing of NHS staff dealing with the COVID-19 outbreak reinforces the importance of us all taking our wellbeing seriously. We would like to understand how the sessions have helped in this respect and would appreciate your help in answering the questions below:

1. What did you think of the sessions overall?

2. What did you find helpful about the sessions?

3. How has your practice changed a result of these sessions?

4. What have the sessions offered on a more personal level?

5. Please choose a specific 30 minute session to think about: How did you feel during that session

6. Thinking about the specific session above, how did you feel after that session?

A rectangular text input box with a thin border. It contains no text. On the right side, there are three small square buttons stacked vertically, with the top one having an upward-pointing triangle and the bottom one having a downward-pointing triangle. On the left side, there are two small square buttons, one with a left-pointing triangle and one with a right-pointing triangle.

7. Overall, what impact do you think the sessions had on the ICU pharmacist team?

A rectangular text input box with a thin border. It contains no text. On the right side, there are three small square buttons stacked vertically, with the top one having an upward-pointing triangle and the bottom one having a downward-pointing triangle. On the left side, there are two small square buttons, one with a left-pointing triangle and one with a right-pointing triangle.

8. What barriers, if any, prevented you from making the most of these sessions?

A rectangular text input box with a thin border. It contains no text. On the right side, there are three small square buttons stacked vertically, with the top one having an upward-pointing triangle and the bottom one having a downward-pointing triangle. On the left side, there are two small square buttons, one with a left-pointing triangle and one with a right-pointing triangle.

9. How could we improve the sessions? for example, process, delivery, content, structure, frequency, facilitator

A rectangular text input box with a thin border. It contains no text. On the right side, there are three small square buttons stacked vertically, with the top one having an upward-pointing triangle and the bottom one having a downward-pointing triangle. On the left side, there are two small square buttons, one with a left-pointing triangle and one with a right-pointing triangle.

10. What else would you like to say?

A rectangular text input box with a thin border. It contains no text. On the right side, there are three small square buttons stacked vertically, with the top one having an upward-pointing triangle and the bottom one having a downward-pointing triangle. On the left side, there are two small square buttons, one with a left-pointing triangle and one with a right-pointing triangle.

Thank you for completing this survey.

APPENDIX 2 The 'six-phase' framework (Braun & Clarke, 2006; Maguire & Delahunt, 2017)

- i) *Becoming familiar with the data*: One author (NF) reviewed all responses from each comment box, separating the data into responses for each question, creating 10 data sets which were analysed separately before being considered as a whole when themes were generated;

- ii) *Generating initial codes:* Notes were made of any potential codes for each individual data set by identifying recurring words or meanings;
- iii) *Searching for themes within these codes:* These broadly generated initial codes were then reviewed and analysed for frequency across the data set, with reoccurring codes across comment boxes highlighting shared experiences across participants. From this, codes with shared similar meaning were then collated into subthemes, (e.g. the codes 'emotional/sad', 'helpless', 'vulnerable' and 'fragile' became the subtheme 'negative emotions'). Code frequencies were measured to give an indication of the prominence of different subthemes;
- iv) *Reviewing the themes:* Subthemes were then mapped independently by two authors (NF and SB);
- v) *Defining themes:* These subthemes were defined by the authors into overarching themes which encompassed and described the main issues described in the data. Any disagreements or discrepancies were discussed by the team, with adjustments being made where required.
- vi) *Findings were then written up:* Authors NF and SB produced the report, with subthemes presented with quotes in table A. In some cases, the quotes may present more subthemes than the one they're presented next to in the table. This was due to responses in the free-text comments covering several issues that came under more than one of the subthemes. The number of comments in the table represents the frequency of occurrence for each subtheme.

Appendix 3

Themes, subthemes and representative quotes arising from thematic analysis of responses to self-report questionnaire.

Theme	Subthemes	Frequency of occurrence	Sample of representative quotes (Questionnaire item no.)
Theme 1: Permission	Time	5	'Allowed us to take time out of our busy work schedule to focus on us and our wellbeing' (Q1)
	Time	3	'Also, to have the time to address these topics during work [...]' (Q2)
	Time	3	'Thankfully (the Lead Pharmacist) allocated work time for us to attend these sessions, that was important.' (Q8)
	Time	1	'The timing on a Monday morning is not so convenient as there is a lot to catch up on after the weekend' (Q9)
	Reflection	3	'We don't often place an emphasis on wellbeing at work' (Q1)
	Reflection	3	'Also having 30mins to reflect on past events and get different points of view from colleagues [...]' (Q2)
	Reflection	3	'It has given me time to think and reflect.' (Q4)
	Gratitude	4	'Thank you for helping us [...]' (Q10)
	Hope	1	'[...] I hope that it's rolled out to the whole Pharmacy team and they don't end.' (Q10)
	Frustration	1	'It has taken a pandemic to have wellness sessions.' (Q10)
Theme 2: Containing safe space	Facilitation	6	'Sessions were focused and facilitated well' (Q1)
	Facilitation	2	'The conversation was facilitated which allowed it to flow and ensured we kept to the time limit.' (Q8)
	Structure and content	6	'I think having a different topic every week would allow more structure [...]' (Q9)
	Safe	2	'It provided an open, safe space for us all to express our emotions and thoughts' (Q1)
	Safe	1	'[I had felt] restricted as I couldn't hug them' (Q5)
	Support	2	'I think the sessions were very helpful and made me feel supported' (Q1)
	Sharing	2	'The team is close-knit and this allowed everyone to share at their own pace and comfort level.' (Q7)
	Sharing	1	'It was uncomfortable to talk about my feelings in front of others.' (Q8)
	Technology	2	'Technology failed us at times!' (Q8)
	Satisfaction	1	'I don't think there are any particular things I would change.' (Q9)
Theme 3: Connectedness	Awareness and knowledge	2	'Through the topics explored and experiences shared we learned more about our colleague's individual circumstances [...]' (Q7)
	Sharing	6	'Sharing and learning from our team and facilitator' (Q2)
	Sharing	3	'The sessions helped me share some of my feelings with my peer group, who understood the COVID and working in PPE situation.' (Q4)
	Sharing	1	'Also if there is a way to hear the views of nurses/doctors/physios etc. so we can hear a different perspective from our colleagues.' (Q9)
	Support	6	'[...] I felt grateful that I could contribute to alleviating her worries.' (Q6)
	Support	3	'I feel more supported, emotionally.' (Q4)
	Support	1	'I felt supported [...]' (Q5)

	Support	1	'[...] not relying on our usual support structures to help manage our burden.' (Q2)
	Solidarity	3	'Knowing my colleagues are going through similar feelings helps give a sense of solidarity.' (Q2)
	Helping others	2	'I [...] may have possibly helped someone or all in the team.' (Q6)
	Helping others	1	'I think it helped us support each other during this difficult time.' (Q7)
	Helping others	1	'I've been able to better help comfort other colleagues based on what I've learnt from these sessions.' (Q3)
	Trust	2	'However, I think it has built a level of trust with the rest of the team [...]' (Q3)
	Togetherness	3	'Brought us closer together as a team!' (Q7)
	Disconnection	1	'[...] some topics I couldn't comment on or relate to so didn't have much input.' (Q8)
	Positive Emotions	8	'I felt [...] appreciated, valued, relaxed and relieved.' (Q5)
	Negative Emotions	8	'It really shocked my system and I felt numb thinking about it.' (Q5)
	Expression of emotions	5	'I found us all going around in a circle talking about our experiences and feelings around a certain topic really helpful as we could get various perspectives on one topic.' (Q2)
	Expression of emotions	1	'Being more open about how I feel and feeling safe [...]' (Q3)
	Expression of emotions	1	'I am able to open up more to my colleagues.' (Q4)
	Sharing experiences and emotions	1	'I am more aware of others' emotional states and how it can affect their work and non-working lives.' (Q3)
	Sharing experiences and emotions	5	'Nice to know that my fellow colleagues were all dealing with the same emotions/fears/concerns that I was' (Q1)
	Relating to concerns of family and friends	3	'[...] how to deal with certain situations i.e. PPE shortage, family concerns, stress.' (Q2)
Theme 4: Emotional Experience	Relating to concerns of family and friends	3	'[...] one of my colleagues broke down because of the impact of lockdown/ her work at the hospital on her children.' (Q5)
	Relating to concerns of family and friends	2	'[...] as they were already worried about me catching the virus whilst working at the hospital.' (Q4)
	Relating to concerns of family and friends	1	'[...] when I am faced with certain situations e.g. [...] family concerns around COVID.' (Q3)
	Relating to concerns of family and friends	1	'I knew my family would listen if I wanted to talk but I didn't want to over burden them [...]. (Q4)
	Confidence and coping	3	'I've been able to cope better with the overload of emotions and information.' (Q3)
	Confidence and coping	3	'Recently, when a member of staff broke down in tears in front of me, I found I was able to cope with

		the situation better than I might have done previously.' (Q3)
Confidence and coping	2	'I am now more confident and have some idea of what to do/say when I am faced with certain situations [...]' (Q3)
Relief	2	'The sessions helped me relieve some stress.' (Q4)
Relief	2	'[...] made the situation a bit less stressful and more manageable for all of us.' (Q7)
Long-lasting effects	2	'The experience of being closely involved with COVID patients and needing to wear PPE will stay with those involved for a very long time.' (Q10)