

Appendix 1

Focus group interview questions

Category 1: Experience and challenges related to the pandemic and mental health

1. How has COVID-19 pandemic impacted your mental health?
 - Do you think COVID 19 has resulted in increased stress, anxiety, burnout or depression among ICU nurses? How/Why?
2. Can you describe any potential impact on your workflow?
3. Can you describe any potential impact on your performance or patient safety?
4. Can you describe any potential impact on your social interactions or lifestyle? (including irregular sleeping and eating patterns, inability to care for loved ones)
5. How has the impact of this pandemic changed since the first wave back in March 2020?

Category 2: Major contributors of burnout (COVID as well as non-COVID related)

1. Let's define burnout as "...". Given this definition, do you think you've experienced or are currently experiencing burnout?
2. What do you think are some of the most important contributors to burnout related to COVID-19?
3. Are these stressors the same/different between pre-COVID and post-COVID?
4. Have you ever considered quitting because of COVID-19-related burnout? Can you please elaborate?
5. Do you think you work in a safe environment? (or) Do you fear catching a virus?

Category 3: Strategies or practical interventions to deal with burnout

1. Do you think you have adequate access to mental-health-related resources at your workplace?
 - If Yes, what type of resources?
 - If No, what strategies/outside resources do you use to address mental health issues?
 - Which one of these strategies/methods/services do you find the most helpful? Why?
2. How do you or your unit currently evaluate your stress, fatigue and/or burnout levels?
3. What other interventions, policy changes, or support would you like to see to help you manage your stress, mental health, and to prevent burnout?