

Supplementary file S3: Summary box to illustrate factors associated with a positive or negative impact on doctor's wellbeing and clinical practice when there is an investigation into a complaint.

Factors associated with a negative impact on doctors' wellbeing	Factors associated with a positive impact on doctors' wellbeing
Prolonged timescale	Rapid resolution with fixed timescales
Failure to follow correct process	Accurate record keeping of meetings shared promptly with all parties
Failure to support whistleblowers	Being kept informed at all times of progress in the investigation
Bullying	Support from management
Being excluded from work and prevented from accessing colleagues support	Being able to speak to and seek support from colleagues
Inappropriate use of complaints processes by managers and colleagues	Being informed about rights regarding representation