

Pre Intervention

1. Incident Reporting process and rates in the Hospital Study Sites –interviews and data collection with Risk Managers
2. Leader Inclusiveness and Psychological Safety Questionnaire for SHOs and junior doctors
3. Raising Safety Concerns Questionnaire for junior doctors and SHOs

Intervention Components

1. *Playing the PlayDecide Game with junior doctors and SHOs to raise awareness of importance of their role in speaking up about and reporting safety concerns*
2. *Dissemination Workshops on Leadership and Organisation Responsiveness with senior clinicians and management to raise awareness of importance of their role in creating open safety culture*

Post Intervention Measures

1. Leader Inclusiveness and Psychological Safety Questionnaire for junior doctors and SHOs
2. Raising Safety Concerns Questionnaire for junior doctors and SHOs
3. Incident Reporting process and rates in the Hospitals - interviews and data collection with Risk Managers
4. Critical incident technique (CIT) interviews with junior doctors and SHOs to explore participants understanding of safety concerns and to capture suggestions of what is required to shape a safety culture.