

Appendix 1. Semi-structured interview guide

Questions for all interview participants

- 1) What has your experience of getting the NetworkZ programme up and running been like so far?
- 2) What has your site done to get NetworkZ up and running?
 - a. What was difficult? What solutions did you find?
 - b. What made it easy, or helped?
 - c. Looking back on the experience so far, what do you think have been the key things you needed to get right, or put in place, to make NetworkZ happen in your site?
 - d. Would you have any recommendations to others starting out on implementing NetworkZ in their own site?
- 3) We noticed that in some sites there were a few difficulties at the initial stages. Did you have any difficulties when starting off? (Prompt - can you tell me more about it?)
- 4) In some sites scheduling training sessions in the OR was quite straightforward, but turned out to be more problematic in others. How did this go in your site?
Prompt - were there concerns about productivity or loss of theatre time? (Prompt for solutions)
- 5) It isn't really possible to run a NetworkZ course without the full OR team, and the right mix of participants. How do you avoid or manage late or missing participants?
Have you worked out some ways around this? Do you have back up plans? (Prompt – is this more of a problem for some professional groups than others?)
- 6) What about recruiting participants for courses – what's been your experiences?
Are there any particular difficulties with the different professional groups? What do you find motivates people to want to come and what makes it hard for them. (e.g. can they get time off?).
How do you co-ordinate the recruitment and scheduling of participants?
- 7) How do people in your OR feel about NetworkZ? What's been your impressions or feedback about how it's been received?
(Prompts - are people enthusiastic, are some groups or individuals resistant?). Why do you think this is?
- 8) What about your own involvement in NetworkZ? What got you involved in the first place? What do you get out of it? (What keeps you going?)
- 9) The intention is that NetworkZ will become a regular and ongoing training programme in all NZ sites. In this way we can be confident that new staff get the same type of training, and we can give people "refresher" courses. What are your thoughts on how we can achieve that? What will it take in your site?

Additional questions for Instructors

- 10) What has your experience of being a simulation instructor in your own hospital been like so far?
 - a. What is it like instructing your peers?
 - b. Has there been any effect on your relationships with your colleagues? (Prompts – tell me more, provide examples?)
- 11) Are you being supported to do the instructor training and teach the course? What has your experience been of getting time off to train and then instruct?
 - a. How have you been approaching the training so you can run it independently in the future?
 - b. How are you feeling about continuing to work as a NetworkZ instructor?

12) The main objective of NetworkZ is to promote more effective teamwork and communication in the OR, to make teams better able to manage difficult clinical situations and reduce the likelihood of errors. Do you think there's been any changes? (Prompts for more, why, examples, comments from participants).

13) How are you going with the technical side of things? – i.e., setting-up the equipment and running the simulator.

a. How challenging and useful are the models and scenarios / online resources? (Located on the site Training website)

14) How are you finding the on-line teaching material? - i.e., the Entrustable Professional Activities on the online training course?

a. Have you encountered any difficulties and if so how have you overcome them?