

Appendix 1: Demographic forms and interview guides

Administrator Demographic Form

1. What is your age: _____

2. What is your gender: _____
 - Female
 - Intersex
 - Male
 - Trans – Female to Male
 - Trans – Male to Female
 - Other (please specify): _____
 - Prefer not to answer
 - Don't know

3. Which of the following best describes your racial or ethnic group? Check ONE only.
 - Asian – East (e.g., Chinese, Japanese, Korean)
 - Asian – South (e.g., Indian, Pakistani, Sri Lankan)
 - Asian – South East (e.g., Malaysian, Filipino, Vietnamese)
 - Black – African (e.g., Ghanaian, Kenyan, Somali)
 - Black – Caribbean (e.g., Barbadian, Jamaican)
 - Black – North American (e.g., Canadian, American)
 - First Nations
 - Indian – Caribbean (e.g., Guyanese with origins in India)
 - Indigenous/Aboriginal – *not included elsewhere*
 - Inuit
 - Latin American (e.g., Argentinean, Chilean, Salvadoran)
 - Métis
 - Middle Eastern (e.g., Egyptian, Iranian, Lebanese)
 - White – European (e.g., English, Italian, Portuguese, Russian)
 - Mixed heritage (e.g., Black – African and White – North American) (Please specify): _____
 - Other(s) (Please specify): _____
 - Prefer not to answer
 - Do not know

4. What is your first language (Mother tongue)?
 - a. English
 - b. French
 - c. Other (Please specify): _____

5. What is your religious or spiritual affiliation? Check ONE only.

<input type="radio"/> I do not have a religious or spiritual affiliation	<input type="radio"/> Native Spirituality
<input type="radio"/> Animism or Shamanism	<input type="radio"/> Pagan
<input type="radio"/> Atheism	<input type="radio"/> Protestant

- Baha'i Faith
 - Buddhism
 - Christian – *not included elsewhere*
 - Christian Orthodox
 - Confucianism
 - Hinduism
 - Jainism
 - Jehovah's Witnesses
 - Judaism
 - Islam
 - Rastafarianism
 - Roman Catholic
 - Sikhism
 - Spiritual
 - Unitarianism
 - Zoroastrianism
 - Other (Please specify):
-
- Prefer not to answer
 - Do not know

6. How important or unimportant is faith, religion or spirituality to you, personally, in your everyday life?

- Very unimportant
- Somewhat unimportant
- Neutral/No opinion
- Somewhat important
- Very Important

7. What is your current role at the hospital?

- _____

8. Number of years in your current role: _____

9. Number of years working as a hospital administrator: _____

10. Approximately how much of your job is clinical duties (as a percentage): _____

Physician Demographic Form

1. What is your age: _____
2. What is your gender: _____
 - Female
 - Intersex
 - Male
 - Trans – Female to Male
 - Trans – Male to Female
 - Other (please specify): _____
 - Prefer not to answer
 - Don't know
3. Which of the following best describes your racial or ethnic group? Check ONE only.
 - Asian – East (e.g., Chinese, Japanese, Korean)
 - Asian – South (e.g., Indian, Pakistani, Sri Lankan)
 - Asian – South East (e.g., Malaysian, Filipino, Vietnamese)
 - Black – African (e.g., Ghanaian, Kenyan, Somali)
 - Black – Caribbean (e.g., Barbadian, Jamaican)
 - Black – North American (e.g., Canadian, American)
 - First Nations
 - Indian – Caribbean (e.g., Guyanese with origins in India)
 - Indigenous/Aboriginal – *not included elsewhere*
 - Inuit
 - Latin American (e.g., Argentinean, Chilean, Salvadoran)
 - Métis
 - Middle Eastern (e.g., Egyptian, Iranian, Lebanese)
 - White – European (e.g., English, Italian, Portuguese, Russian)
 - Mixed heritage (e.g., Black – African and White – North American) (Please specify): _____
 - Other(s) (Please specify): _____
 - Prefer not to answer
 - Do not know
4. What is your first language (Mother tongue)?
 - a. English
 - b. French
 - c. Other (Please specify): _____
5. What is your religious or spiritual affiliation? Check ONE only.

<input type="radio"/> I do not have a religious or spiritual affiliation	<input type="radio"/> Native Spirituality
<input type="radio"/> Animism or Shamanism	<input type="radio"/> Pagan
<input type="radio"/> Atheism	<input type="radio"/> Protestant
<input type="radio"/> Baha'i Faith	<input type="radio"/> Rastafarianism
<input type="radio"/> Buddhism	<input type="radio"/> Roman Catholic

- Christian – *not included elsewhere*
 - Christian Orthodox
 - Confucianism
 - Hinduism
 - Jainism
 - Jehovah's Witnesses
 - Judaism
 - Islam
 - Sikhism
 - Spiritual
 - Unitarianism
 - Zoroastrianism
 - Other (Please specify): _____
-
- Prefer not to answer
 - Do not know

6. How important or unimportant is faith, religion or spirituality to you, personally, in your everyday life?

- Very unimportant
- Somewhat unimportant
- Neutral/No opinion
- Somewhat important
- Very Important

7. What is your type of physician are you (select all that are applicable)?

- Critical Care
- Internal Medicine
- Emergency Medicine
- Other (please specify): _____

8. (If applicable) What type of ICU do you work in?:

- Medical/Surgical
- Trauma
- Neurological Intensive Care
- Cardiovascular Intensive Care
- Cardiac Surgery
- Other: _____

9. Number of years working in healthcare: _____

10. Number of years in your current role: _____

11. Approximately how much of your job is clinical duties (as a percentage): _____

Qualitative Interview Guide for Hospital Administrators

This interview session will be audio recorded.

The session will take between 30 and 60 minutes to complete.

Questions

- Describe your role as a hospital administrator?
- How are you involved with implementation planning?
 - Are you involved at the hospital, regional, or provincial level?
 - What has been useful?
 - Are there any gaps in that planning?
 - Do you feel prepared for initiating the ESoC? Why or why not?
 - What would help you feel more prepared?
- What is your familiarity with the Triage ESoC?
- What is your overall impression or perception of the Triage ESoC?
 - How have the different waves affected your perception of the Triage ESoC?
- What has been the reaction of your physicians and hospital staff to the Triage ESoC?
- How do you think implementing the ESoC will affect the healthcare professionals involved?
 - How might it affect physicians? Nurses? Social workers? Other hospital staff?
 - Prompt: negative psychological impacts, such as moral injury or emotional exhaustion
- Has your hospital provided supports to you or non-physician staff regarding the use of the ESoC? / Does your hospital intend to provide additional supports to physicians and other hospital staff who might intend to implement the ESoC in the event of a surge?
- Have you received any feedback from patients or caregivers regarding the potential implementation of the Triage ESoC?
 - [If no] – Why haven't patients or caregivers been included in the implementation planning process?
- What aspects of the Triage ESoC do you think will be most challenging to implement logistically or operationally?
 - Prompt: time to complete
 - Prompt: how to get people into beds after STMR is done
- What aspects of the Triage ESoC do you think will be least challenging to implement logistically or operationally?
 - Prompt: assessing STMR
 - Prompt: communication with the family
- Do you have concerns about liability protection surrounding the use of the ESoC? Can you describe these?
 - Did you have concerns about the medicolegal consequences of implementing it?

- Do you have ethical concerns about implementing the Triage ESoC? Can you describe these?
- How do you hope the process of ICU resource allocation could be improved, based on this experience during the COVID-19 pandemic?
 - How do you think the Triage ESoC could be improved?
- Do you have any other thoughts you would like to share regarding your perceptions the Triage ESoC?

Qualitative Interview Guide for Physicians

This interview session will be audio recorded.

The session will take between 30 and 60 minutes to complete.

Questions

- Describe your role in the hospital?
- How are you involved with implementation planning?
 - Are you involved at the hospital, regional, or provincial level?
 - What has been useful?
 - Are there any gaps in that planning?
 - Do you feel prepared for initiating the ESoC? Why or why not?
 - What would help you feel more prepared?
- What is your familiarity with the Triage ESoC?
- What is your overall impression or perception of the Triage ESoC?
 - How have the different waves affected your perception of the Triage ESoC?
- What has been the reaction of your physicians and hospital staff to the Triage ESoC?
- How do you think implementing the ESoC will affect the healthcare professionals involved?
 - How might it affect physicians? Nurses? Social workers? Other hospital staff?
 - Prompt: negative psychological impacts, such as moral injury or emotional exhaustion
- Has your hospital provided supports to you or non-physician staff regarding the use of the ESoC? / Does your hospital intend to provide additional supports to physicians and other hospital staff who might intend to implement the ESoC in the event of a surge?
- Have you received any feedback from patients or caregivers regarding the potential implementation of the Triage ESoC?
 - [If no] – Why haven't patients or caregivers been included in the implementation planning process?
- What will be your function in doing the STMR (short-term mortality risk assessment)?
 - How do you feel about this role?
- What aspects of the Triage ESoC do you think will be most challenging to implement logistically or operationally?
 - Prompt: timing to implement
 - Prompt: developing mastery over the process
 - Prompt: how to get people into beds after STMR is done
- What aspects of the Triage ESoC do you think will be easiest to implement logistically or operationally?
 - Prompt: assessing STMR
 - Prompt: communication with the family

- Do you have concerns about coming to an agreement with the other assessor regarding the Triage ESoC?
- Given a hypothetical circumstance that a patient was not prioritized for critical care at any level of triage, can you please tell us some of your concerns regarding communicating this decision to the patient and/or substitute decision-maker?
- Do you have concerns about liability protection surrounding the use of the ESoC? Can you describe these?
 - Did you have concerns about the medicolegal consequences of implementing it?
- Do you have ethical concerns about implementing the Triage ESoC? Can you describe these?
- How do you hope the process of ICU resource allocation could be improved, based on this experience during the COVID-19 pandemic?
 - How do you think the Triage ESoC could be improved?
- How has the pandemic changed how you make decisions regarding whether to offer someone admission to the ICU/critical care/ventilator?
- Do you have any other thoughts you would like to share regarding your perceptions of the Triage ESoC?