

SUPPLEMENTARY MATERIALS - S2

Surveys 2 and 3

Q 1 of 12: Have you taken this survey before?

- Yes
- No

Q 2 of 12: How old are you?

- Under 20
- 21-30
- 31-40
- 41-50
- 51-60
- 61-70
- 71-80
- 81-90
- Prefer not to respond

Q 3 of 12: What gender do you identify with?

- Female
- Male
- Non-binary
- Other
- Prefer not to respond

Q 4 of 12: What is your present religious affiliation, if any?

- Roman Catholicism
- Protestantism
- Anglicanism
- Islam
- Hinduism
- Sikhism
- Buddhism
- Judaism
- Non-Religious
- Other
- Prefer not to respond

- Please, specify "Other"

Q 5 of 12: What race or ethnicity do you identify with? (Select all that applies).

- White

Indigenous (First Nations, Inuit, Metis)
Indigenous (non-Canadian)
South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)
Chinese
Black
Filipino
Latin American
Arab
Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)
West Asian (e.g., Iranian, Afghan, etc.)
Korean
Japanese
Other
Prefer not to respond

Q 6 of 12: What Health Authority are you part of?

Fraser Health Authority (FHA)
Interior Health Authority (IHA)
Northern Health Authority (NHA)
Vancouver Island Health Authority (VIHA)
Vancouver Coastal Health Authority (VCHA)
Provincial Health Services Authority (PHSA)
Providence Healthcare (PHC)

Q 7 of 12: Have you experienced moral distress in your practice during the COVID-19 outbreak? (Moral distress is something that can happen when you know the ethically correct action that needs to take place but you feel powerless to take that action due to several reasons such as fear, poor communication, pressure from others, or institutional policies or procedures.)

Yes
No

Q 7.1 of 12: If yes, please, select all that apply.

I have been required to work regardless of the risk to myself
I have being required to work regardless of the risk to my family members or colleagues
I have being required to work regardless of my personal challenging circumstances
The pandemic management protocols put in place prevent me from carrying out my professional duties effectively
Clinical services have been modified compromising my ability to provide family-centered, compassionate clinical care
I disagree with the COVID-19 safety protocols that had been implemented in my work place
I am concerned that tele-health compromises my ability to provide optimal clinical care

I am concerned that tele-health has significant privacy and security risks

Other

- Please, specify "Other".
- Please, use this box to enter any additional explanation to your answer.

Q 7.2 of 12: What type of impact are those experiences having on you professionally and personally?

Stress

Anxiety

Feeling helpless

Increased empathy

Decreased empathy

Irritability

Difficulties sleeping

Other

Q 8 of 12: In your opinion, what are the main ethical challenges that healthcare employees are currently facing or will be facing in response to the COVID-19 pandemic?

Being required to work regardless of the personal risk

Being required to work regardless of the risk to their family members or colleagues

Clinical services have been changed in ways that prevent healthcare workers from providing family-centered compassionate patient care

COVID-19 safety protocols prevent healthcare workers from carrying out their professional duties

Effectiveness and security of tele-health

Disagreements with colleagues or leadership regarding the COVID-19 protocols that should be implemented

Lack of a safe environment to discuss disagreements with colleagues or leadership regarding the COVID-19 protocols that should be implemented

Collateral impact of COVID-19 , e.g. exposing social inequities in healthcare, affecting population's mental health

COVID-19-fatigue: being tired of all COVID-19 related matter

Other

Q 9 of 12: What are the main sources of support you have used or are using to cope with the negative psychological impact of COVID-19 ?

Formal opportunities to discuss the issues with supervisors, leaders and colleagues

Informal support provided by colleagues, family members or friends

Psychologist / Counsellor / Other mental health professionals

Written communications provided by my employer

Self-care resources (mindfulness, online yoga etc.)

Other

Q 10 of 12: How would you rate the following institutional sources of support provided during the COVID-19 pandemic outbreak?

Providing formal opportunities to discuss the issues with supervisors , leaders and colleagues (leave blank if not applicable to you).

Providing access to mental health specialists such as psychologists, counsellors, peer-groups (leave blank if not applicable to you).

Providing clear and timely written communications via email (leave blank if not applicable to you). (Place a mark on the scale above)

Q 11 of 12: What are the top three sources or support you would like to see put in place by your employer?

Source of Support #1:

Source of Support #2:

Source of Support #3:

Q 12 of 12: What is your work role? (Please do not include your actual title or any information that could be used to identify you).

Nurse

Physician

Paramedic

Allied Health Professional

Researcher

Administrative Personnel

Manager

Executive

Other

Prefer not to respond