Interview schedule – Nurse Managers

Preamble and consent - Interview – Debrief

Thank the participants for participating in the study.

Introduction: The question guide is divided into three sections: moral distress, impact of moral distress, support strategies. Prior to starting the interview, the researcher will introduce herself and explain the purpose of the study. The researcher will assure the participant of confidentiality. Participants will be asked to fill a consent form agreeing to take part in the study and digital recording before the start of the interview. Once the participant agrees, the researcher will begin recording. The interviewer will give the participant an opportunity to ask questions concerning the interview and the study.

Demographic Survey Information will be gathered.

1. Moral distress

- Tell me what it is like working as a nurse manager in NICU / paediatric wards?
- Can you tell me if your subordinates (frontline nurses) face upsetting situations or experience ethical challenges?

Probe: *It could be something related to the care of babies or children or conflict related to nursing practice.*

- Tell me how the issue is brought to your attention?
- How do you feel when you hear or witness such situations as a nurse manager?
- Have you heard of the term moral distress?

No: *(M.D is when professionals cannot carry out a judgment they believe to be ethically appropriate because of constraints or barriers which makes them feel frustrated, angered and hopeless).*

- If yes, tell me what you understand by the term ‘moral distress’?

Probe: *As defined, would you say that your nurses experience moral distress in their current roles in NICU and paediatric wards?*

- Are you usually informed by nurses on your ward concerning their encounter of moral distress? If yes tell me how?

2. Impact of moral distress

- Can you tell me how it made them feel, and how it impacted them?

Probe: *psychological emotions, physical response, work out put etc.*
• Can you tell me how it impacts on patient care?

  Probe: quality care etc.

3. Coping mechanism in moral distress

• How did you assist the nurses navigate through the situation?

  Probe: give specific examples

• Can you describe the support measures you rendered as a nurse manager to help nurses navigate this situation?
• Describe any support, resources or actions of others that could have helped or hindered the situation.
• Reflecting on the situation and your position in the ward, do you feel that those in managerial roles like you are well equipped to manage nurses in morally distressing situation? Please explain.
• Can you tell me the effect, if any, you think moral distress has on patient care, nurses and the organization in this situation?
• How would you describe the structures, policies, and practices of the hospital organization in fostering respect and support for nurses as they navigate through the complexities of ethical clinical issues?
• Have you ever felt as if your role as a nurse manager constrains you from helping nurses carry out their professional values? Please describe.
• In your role as a nurse manager, has your voice about situations triggering moral distress been heard?
• Can you tell me what organizational resources are in place to assist nurse managers in helping nurses deal with moral distress?

  Probe: Are they effective, applicable, and useful?

• Tell me what approaches/resources you utilize and recommend mitigating the impact of moral distress among nurses?
• What approaches/resources will be useful for helping the organization and policy makers support nurse managers in supporting nurse cope with moral distress?

5. Is there anything else you would like to tell me about support measures or anything I have not asked?

Debrief

Thank you very much for participating in this interview