



Supporting Information

Supplementary material

This appendix was part of the submitted manuscript and has been peer reviewed.
It is posted as supplied by the authors.

Appendix to: Edmiston N, Sperring S, Power R, et al. Motivations, barriers and enablers for medical and forensic examiners in NSW Sexual Assault Services: a qualitative interview study. *Med J Aust* 2025; doi: 10.5694/mja2.52679.

Interview guide

Thank you for taking part in this interview about motivations, barriers and enablers for sexual assault medical workforce in NSW, Australia.

We would like to hear your thoughts on what is working and what doesn't work for you. We hope to improve the ability to deliver services to victims of sexual violence by understanding how the workplace can support your participation in this workforce.

The interview will take about 45-60 minutes and will be recorded. The questions will be about your work, or anticipated work, in sexual assault services, including the employment arrangements, motivations and any challenges in your work.

The questions will not be regarding specific clients or care provided, although you may choose to reflect in general on experiences of working with victims of sexual violence. You are free to skip any of the questions or to stop the interview if you wish.

Can I confirm that you have signed the Participant Consent Form and consent to this interview and to it being recorded?

Do you have any questions before I start the recording?

Section 1

Background

1. How did you come to be involved in sexual assault training/work?
2. Can you tell me about your typical work week, in sexual assault work?
3. Can you describe your work week with respect to other employment as well as Forensic Medical Examiner work? What employment arrangements do you have for your other work? eg private practice, salaried, permanent/casual.
4. What training and professional development have you undertaken in order to be involved in this work?
Probes – formal, informal

Section 2

All participants

i) General – currently working

1. Tell me about how it is for you working in this role.
Probes – motivation, rewards/enjoyment of the role, on call, pay, award conditions, employment arrangements, career progression, skill maintenance, support, work-life balance, trauma
2. What challenges do you find in this role?
3. What do you do to manage stressors of your work?
4. Tell me about who you work with, and how do you work together (work team)?
5. What support do you have for your role?
Probes – do you feel supported? Who supports? Peer support? Gaps in support? Do you support others?
6. Do you have a formal supervision arrangement? (By supervision we mean an opportunity to critically and confidentially reflect on work experiences with a counsellor, peer or colleague.)
Probe – Is this regularly scheduled or ad hoc/on request?
7. How would expansion of the scope of your role to include domestic violence or other work affect you?
Probes – expanded age range, domestic violence, child abuse and neglect, working alongside other health professionals eg paediatricians
8. Have you ever thought about leaving this role? What factors might influence this decision?
9. What could the service do to make you, or others like you, want to stay in the role?

ii) General – have worked but not currently working

1. What were your experiences of working in sexual assault training/work?
Probes – motivation, rewards/enjoyment of the role, on call, pay, award conditions, employment arrangements, career progression, skill maintenance, support, work-life balance, trauma
2. What challenges did you find in this role?
3. What did you do to manage stressors of your work?
4. Tell me about who you work with, and how do you work together (work team)?
5. What support did you have for your role?
Probes – did you feel supported? Who supports? Peer support? Gaps in support? Did you support others?
6. Did you have a formal supervision arrangement? (By supervision we mean an opportunity to critically and confidentially reflect on work experiences with a counsellor, peer or colleague.)
Probe – Was this regularly scheduled or ad hoc/on request?
7. What factors contributed to you leaving the role?
Probes – on call, pay, career progression, skill maintenance, support, work-life balance, trauma
8. What could services have done to make you, or other people like you, able to continue in the role?

iii) General – have undertaken ECAV training to work in sexual assault services within the last 3 years who are not in the current workforce

1. How did you find the training in sexual assault that you may have done in anticipation of working?
2. What factors contributed to you choosing not to work in sexual assault?
Probes – on call, pay, career progression, skill maintenance, support, work-life balance, trauma
3. What could the service have done to make you, or others like you, more likely to commence work as an examiner?

Section 3

Regional participants only

1. Can you tell me about how working in a regional/rural location impacted your work in sexual assault, if at all?
Probes – fewer co-workers, more frequently on call, personal connection with clients, training opportunity limitations
2. Do you think this work would be easier or harder in a city environment?
Probes – What makes it this way? How could it be made easier in regional areas.

Section 4

Nurse participants only

1. How is your work in sexual assault affected by your position as a nurse?
2. What are the challenges associated with this role?
Probes – differences from doctors, unique skills able to contribute, limitations
3. Is there a medical lead for your work? How does your role interact with the medical lead role? Do you or have you worked without medical lead support?
4. Do you have any comments regarding how the SANE role could be more attractive and rewarding for nurses?
5. How would expansion of the scope of SANE roles affect nurses?
Probes – expanded age range, domestic violence, child abuse and neglect, working alongside other health professionals eg paediatricians
6. What would you say to other nurses interested in this work?

ECAV = Education Centre Against Violence. SANE = sexual assault nurse examiner.