

Appendix 3 Needs Assessment Methods – Semi-Structured Interviews

A total of 29 semi-structured interviews were conducted with a purposeful sample of clinicians, team managers and senior managers from across the three teams to provide an in-depth understanding of the perceived barriers and enablers to integrating risk factor management activities into the core function of the teams/services. Qualitative research methods were chosen as the most appropriate method to seek understanding of the key issues from multiple perspectives and within the current context that the services are operating [1].

In team one, clinicians were invited to express interest in participating in an interview with the aim of recruiting up to 10 clinicians representing a mix of registered and enrolled nurses, a range of experience and from across the main community health centre locations. Seven clinicians initially agreed to participate, however two clinicians later declined to take part once interview times were being arranged. Following the completion of interviews in one community health centre, a further two clinicians agreed to take part after discussion with their co-worker who had participated. Due to the range of health professional types and roles of nursing staff, 11 clinicians from team two, including six community nurses and five allied health professionals were invited to participate in an interview. In team three, two primary health care nurses, a primary health care worker and an Aboriginal health worker were invited to participate. For each of the teams, the team managers were invited to be interviewed along with senior community health managers in each AHS.

Participants were given the opportunity to read an information sheet and ask questions before giving informed consent to take part in a confidential face to face interview at a time and place convenient to them. Most interviews took place in the community health centre or hospital where participants worked. Interviews were conducted by the project leader who was responsible for overall management of the study. The project leader had met most participants on a previous visit to introduce the project, and a number of meetings had been held with team leaders and senior managers prior to the interviews taking place. Interviews lasted 20-45minutes and covered issues related to barriers, enablers and capacity to undertake risk factor management from the perspective of clinicians and managers (Table 1).

Table 1. Interview topic guide for clinicians, team managers and senior managers

Clinicians	Managers
<ul style="list-style-type: none"> • Role congruence • Current approach to RFM • Work priority to address risk factors • Confidence to address risk factors • Barriers and enablers to RFM • Support and resources required to address risk factors • Role in supporting generalist staff to address risk factors (allied health staff only) • Ability to accept referrals from generalist staff (allied health staff only) 	<ul style="list-style-type: none"> • Congruence with core business of the team and organisation • Barriers and enablers to RFM • Capacity for RFM at clinician, team and organisational level • Support and resources required to strengthen capacity • Opinion on strength of local referral networks and programs to support RFM • Team climate, competing priorities

RFM: Risk Factor Management

Interviews were audio-taped with participants' permission and transcribed verbatim for thematic analysis of the content. The project leader read the transcripts, identified and coded themes using NVivo 7.0 software. Initially transcripts were coded under broad headings of role/organisational congruence, barriers, enablers and capacity building and then further coded for content under each category. This was done using an iterative thematic approach based on repeated reading of the transcripts and coding of issues of interest to the research question.[1] Two authors then read the transcripts to validate the themes identified and key findings were presented and confirmed through feedback sessions held with teams and managers.

References:

1. Patton M: *Qualitative Research & Evaluation Methods*. 3rd Edition edition. California: Sage; 2002.