

## **Appendix A.**

### **Interview Guide**

- Can you please state your age, years of experience, role, and field of practice?
- Have you directly treated patients with COVID-19 during the pandemic's peak?
- What has it been like working during COVID-19?
- What do you think has been the most challenging aspect of this experience?
- Can you tell me about the ethical challenges you encountered during this time?
- Can you tell me about your personal experience of moral conflict in your practice?
- Can you share with me about times you felt your ability to practice or treat to patients was affected?
- What aspects of this experience would you change?
- How has working during COVID-19 changed you and your practice?