

Supplement 1: English survey questions.

Part A

Demographics

1. What is your age range?
 - a. 18 - 24 years
 - b. 25 - 34 years
 - c. 35 - 44 years
 - d. 45 - 54 years
 - e. 55 - 64 years
 - f. 65+ years

2. What gender do you identify as?
 - a. Male
 - b. Female
 - c. Prefer not to say
 - d. Prefer to self-describe

3. If "Prefer to self-describe", please describe your gender [text box]

4. What is your highest level of post-Secondary education?
 - a. Bachelor's Degree
 - b. Doctor of Philosophy
 - c. Entry-to-Practice PharmD
 - d. Master's Degree
 - e. Overseas Equivalent
 - f. Post-Baccalaureate PharmD
 - g. Year 1 Pharmacy Practice Residency
 - h. Year 2 Pharmacy Practice Residency

5. How many years have you been practicing as a pharmacist?
 - a. Less than 1 year
 - b. 1-4 years
 - c. 5-9 years
 - d. 10-19 years
 - e. 20+ years

6. Which is your primary province or territory of practice?
 - a. Alberta
 - b. British Columbia
 - c. Manitoba
 - d. New Brunswick
 - e. Newfoundland and Labrador
 - f. Northwest Territories
 - g. Nova Scotia

- h. Ontario
 - i. Prince Edward Island
 - j. Quebec
 - k. Saskatchewan
 - l. Yukon
7. What type of hospital do you work in?
- a. Secondary (Community) Care
 - b. Tertiary Care
 - c. Quaternary Care
8. Which of the following job roles **best** describes your current practice?
- a. Management & Leadership
 - b. Clinical
 - c. Distribution
 - d. Other Non-Clinical
9. What percentage of your time do you spend providing direct patient care?
- a. No direct patient care
 - b. Direct patient care less than 50% of time
 - c. Direct patient care greater than or equal to 50% of time
10. What is your primary clinical practice setting?
- a. Medicine
 - b. Surgery
 - c. Emergency
 - d. Critical Care
 - e. Infectious Diseases
 - f. Pediatrics
 - g. Maternity
 - h. Other

Experience of COVID-19 or Previous Pandemics

11. Did patients with suspected or confirmed infection caused by SARS CoV-1 (2002), H1N1 (2009), or MERS-CoV (2012) attend the hospital you work/worked in?
- a. Yes
 - b. No
 - c. Unsure
12. Did you have direct patient care duties for patients with suspected or confirmed infection caused by SARS CoV-1 (2002), H1N1 (2009), or MERS-CoV (2012)?
- a. Yes
 - b. No
 - c. Unsure

13. Has a patient with suspected or confirmed COVID-19 caused by SARS CoV-2 attended the hospital in which you work?
- Yes
 - No
 - Unsure
14. Have you been involved in direct patient care activities for a patient with suspected or confirmed COVID-19 caused by SARS CoV-2?
- Yes
 - No
 - Unsure
15. If "Yes", what type of contact did you have?
- Close Contact - Directly caring for a suspected/confirmed patient or being within a 1-2m radius of a suspected/confirmed patient
 - Healthcare Contact - No direct contact with suspected/confirmed COVID-19 cases admitted to the hospital, but was present on the ward when they were cared for
 - No Contact - No direct contact with suspected/confirmed COVID-19 cases admitted to the hospital

Directions, Plans, and Support from Leadership

Please indicate your agreement or disagreement with the following statements:

16. I am confident that the pharmacy department where I work is managing the COVID-19 pandemic effectively.
- Disagree
 - Neither agree nor disagree
 - Agree
17. The pharmacy department where I work has clear guidelines and/or policies in place to manage potential and/or actual medication shortages during the COVID-19 pandemic.
- Disagree
 - Neither agree nor disagree
 - Agree
18. The pharmacy department where I work has clear guidelines and/or policies in place to manage medication supply procedures for patients with COVID-19.
- Disagree
 - Neither agree nor disagree
 - Agree

19. The pharmacy department where I work has clear guidelines and/or policies in place for how to perform my role in a safe and effective way during the COVID-19 pandemic.
- Disagree
 - Neither agree nor disagree
 - Agree
20. I feel supported by my leadership to do my job during the COVID-19 pandemic.
- Disagree
 - Neither agree nor disagree
 - Agree
21. I feel I am able to express my questions and/or concerns openly to my leadership team regarding the COVID-19 pandemic.
- Disagree
 - Neither agree nor disagree
 - Agree

Service Demand and Delivery

Please indicate your agreement or disagreement with the following statements:

22. I am confident that the healthcare service where I work has been able to manage the patient demand during the COVID-19 pandemic.
- Disagree
 - Neither agree nor disagree
 - Agree
23. I am confident that the healthcare service where I work can continue to manage demand related to the COVID-19 pandemic.
- Disagree
 - Neither agree nor disagree
 - Agree
24. During the COVID-19 pandemic, I have been able to complete my usual role within my regular working hours.
- Disagree
 - Neither agree nor disagree
 - Agree
25. During the COVID-19 pandemic, there has been enough staff to complete the work required for usual pharmacy services delivery.
- Disagree
 - Neither agree nor disagree
 - Agree

26. I have been participating in and/or providing the following services during the COVID-19 pandemic (Select all that apply).
- a. Multidisciplinary rounds
 - b. Identification & resolution of medication related problems
 - c. Best Possible Medication Histories (BPMHs)
 - d. Medication reconciliation
 - e. Discharge counselling and/or other discharge services
 - f. Medication order entry, checking, and/or supply
 - g. COVID-19 service planning and/or local guideline/service development
27. During the COVID-19 pandemic, I have picked up additional shifts to help manage the workload.
- a. Yes
 - b. No
28. At any time during the COVID-19 pandemic, have more pharmacists been allocated to direct patient care duties?
- a. Yes
 - b. No
 - c. Unsure
29. I have been involved in the development or data collection of a COVID-19 research project.
- a. Yes
 - b. No

Personal Protective Equipment (PPE) Practices

Please indicate your agreement or disagreement with the following statements:

30. I have received training in the infection prevention and control practices specifically for COVID-19.
- a. Disagree
 - b. Neither agree nor disagree
 - c. Agree
31. I am confident in my ability to correctly don and doff personal protective equipment to prevent the transmission of COVID-19 to others and myself.
- a. Disagree
 - b. Neither agree nor disagree
 - c. Agree

Capabilities, Social/Professional Role, and Teamwork/Work Environment Beliefs

Please indicate your agreement or disagreement with the following statements:

32. I feel it is my professional responsibility to take all the measures necessary to care for COVID-19 patients.
- Disagree
 - Neither agree nor disagree
 - Agree
33. I believe that the protective procedures are sufficiently effective to prevent the spread of COVID-19 in the health facility where I work.
- Disagree
 - Neither agree nor disagree
 - Agree
34. I am able to provide the best patient care to my abilities during the COVID-19 pandemic.
- Disagree
 - Neither agree nor disagree
 - Agree
35. I feel I have a good understanding of SARS-CoV-2 and COVID-19 in order to provide care to patients with COVID-19.
- Disagree
 - Neither agree nor disagree
 - Agree
36. I feel the teams I work in have been working well together.
- Disagree
 - Neither agree nor disagree
 - Agree
37. I feel my team members have been respectful of one another.
- Disagree
 - Neither agree nor disagree
 - Agree
38. I feel my team members have been under stress.
- Disagree
 - Neither agree nor disagree
 - Agree

Educational Resources

39. Have you accessed resources to help you understand and manage patients with COVID-19?

- a. Yes
 - b. No
40. If "Yes", please indicate which resource(s) you accessed
- a. CSHP COVID-19 Resources
 - b. Primary Literature
 - c. Institutional Guidelines
 - d. National Guidelines
 - e. International Guidelines
 - f. Media Sources (e.g. TV, Radio)
 - g. Podcasts/Webinars
 - h. Social Media (e.g. Twitter, YouTube, Instagram, Facebook)
 - i. Other

Emotions

Please indicate your agreement or disagreement with the following statements:

41. I am concerned about the risk to myself of becoming ill with COVID-19.
- a. Disagree
 - b. Neither agree nor disagree
 - c. Agree
42. I am concerned about the risk to my family related to COVID-19 as a result of my job role.
- a. Disagree
 - b. Neither agree nor disagree
 - c. Agree
43. I am afraid of looking after patients who are ill with COVID-19.
- a. Disagree
 - b. Neither agree nor disagree
 - c. Agree
44. I accept that the risk of getting COVID-19 is part of my job.
- a. Disagree
 - b. Neither agree nor disagree
 - c. Agree
45. Whether I get infected with COVID-19 is within my control.
- a. Disagree
 - b. Neither agree nor disagree
 - c. Agree

46. During the COVID-19 pandemic, did you access mental health resources or services for your own support?
- Yes
 - No

Part B

Warwick-Edinburgh Mental Well-being Scale

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Below are some statements about feelings and thoughts.

For each statement, please select the box that best describes your experience of each **over the last 2 weeks**.

47. I've been feeling optimistic about the future
- None of the time
 - Rarely
 - Some of the time
 - Often
 - All of the time
48. I've been feeling useful
- None of the time
 - Rarely
 - Some of the time
 - Often
 - All of the time
49. I've been feeling relaxed
- None of the time
 - Rarely
 - Some of the time
 - Often
 - All of the time
50. I've been feeling interested in other people
- None of the time
 - Rarely
 - Some of the time
 - Often
 - All of the time

51. I've had energy to spare
- None of the time
 - Rarely
 - Some of the time
 - Often
 - All of the time
52. I've been dealing with problems well
- None of the time
 - Rarely
 - Some of the time
 - Often
 - All of the time
53. I've been thinking clearly
- None of the time
 - Rarely
 - Some of the time
 - Often
 - All of the time
54. I've been feeling good about myself
- None of the time
 - Rarely
 - Some of the time
 - Often
 - All of the time
55. I've been feeling close to other people
- None of the time
 - Rarely
 - Some of the time
 - Often
 - All of the time
56. I've been feeling confident
- None of the time
 - Rarely
 - Some of the time
 - Often
 - All of the time

57. I've been able to make up my own mind about things

- a. None of the time
- b. Rarely
- c. Some of the time
- d. Often
- e. All of the time

58. I've been feeling loved

- a. None of the time
- b. Rarely
- c. Some of the time
- d. Often
- e. All of the time

59. I've been interested in new things

- a. None of the time
- b. Rarely
- c. Some of the time
- d. Often
- e. All of the time

60. I've been feeling cheerful

- a. None of the time
- b. Rarely
- c. Some of the time
- d. Often
- e. All of the time