

Interview guide

1. Could you tell us about the work-leave rotation scheme for doctors?
 - a. When was the scheme introduced?
 - b. How was it developed? Which stakeholders took the decision to introduce it?
 - c. What local concerns were important in developing the model?
 - d. What kind of contact have you had with other municipalities?
 - e. What type of contact have you had with the Norwegian Association of Local and Regional Authorities? The Norwegian Medical Association? The Norwegian Labour Inspection Authority? Others?
 - f. How many applicants did you have for each vacancy?
2. How is the scheme structured?
 - a. Weeks on/off?
 - b. Own list? Shared list? Out-of-hours duty only?
 - c. Form of employment (municipal employee/self-employed)
 - d. Who arranges and pays for travel/lodging?
3. The doctors. Can you tell us about the doctors who are in the scheme?
 - a. Did you retain doctors from a previous scheme (conversion)?
 - b. Did you hire completely new doctors? If not, where did they work previously?
 - c. What kinds of skills / qualities / competencies were important for the doctors you hired?
 - d. How much work experience did the doctors have?
 - i. When graduated?
 - ii. When completed specialisation training?
 - e. Are/were they in specialisation training? What is the current distribution of specialists and non-specialists?
 - f. Age/sex of the doctors?
 - g. How many doctors have started/resigned after the scheme was introduced (how long does a doctor-patient relationship last)?
 - h. What do you do if a doctor is prevented from coming (e.g. falls ill)?
 - i. Does the doctor have any duties while they are away? What about training courses/supervision?
 - j. What kind of salary model? Fixed + incentive? Private out-of-hours duty? 8.2?
4. Economic aspects
 - a. How much does this rotation scheme cost the municipality?
 - b. Extra costs (compared to previous schemes)?
 - c. What are the costs and revenues for the municipality related to these positions?

5. General

- a. Have you evaluated the scheme? If yes, what did the evaluation show?
- b. Does the municipality have a plan for the GP service? Has it been adopted politically?
- c. What do you see as the advantages and disadvantages of the scheme?
- d. What else is important about this scheme, that we have forgotten to ask about?