**Online Supplemental Material**

Interview guide

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| Questions |
| 1. What is it like working in CAMIE? 2. What positive experiences have you had? 3. What challenges have you faced? How did you overcome them? 4. Prior to working in CAMIE, did you know what was expected of you in the unit? 5. Do you think the training was well-covered to equip you to work in CAMIE? 6. What did you find most useful about the training? 7. What do you think needs to be improved? 8. How is CAMIE different from other geriatric wards? 9. What motivates you to work in CAMIE? What are your likes and dislikes about working in CAMIE? 10. What do you have to say about the support from your peers and supervisors in CAMIE? 11. How can the organisation support you in your work? |