

SEMI-STRUCTURED INTERVIEW GUIDE FOR FEMALE COMMUNITY PHARMACISTS IN SAUDI ARABIA

Thank you for taking the time to meet with me regarding this research. As you know from reading the information sheet that recent researches showed Saudi community concern about shortage of female pharmacists working in the community pharmacies, and their need for female pharmacists in community pharmacies.

In order to improve community pharmacy sector and reach the community satisfaction, it is important to investigate the perspective of female community pharmacists towards working in the community pharmacies. knowing their perceived barriers and/or benefits will help to improve female employment in community pharmacies. As you are one of Saudi female community pharmacists, we invite your participation in this study.

As you know I will be recording this interview. This is because I would want to make sure that I have got an accurate record of what was said. May I have your permission to record the interview? Please be assured again, that the interview is confidential. No other persons bar my research supervisors/s will look at the transcripts of the interview record. I will not be noting any names in the interview; the interview digital record and transcript will be stored without names.

A. Demographics

First, I would just like to get some general personal demographics from you. This is because different pharmacist may have different career perception based on their life experiences.

1.You belong to which age group?	☐ 20-30 ☐ 31-40 ☐ 41-50 ☐ 51-60 ☐ >60
2.What is the highest grade of Pharmacy school you have completed?	☐ Diploma ☐ Pharm D ☐ Bachelor degree ☐ Master degree ☐ PhD
3. Are you Saudi or resident?	☐ Saudi ☐ Resident
4. In which region you are currently work?	☐ North region ☐ South region ☐ East region ☐ West region ☐ Middle region
5. What is your current marital status?	☐ Single ☐ Married ☐ Widowed ☐ Divorced
6. Do you have children?	☐ Yes ☐ No
7. Are you a caregiver?	☐ Yes ☐ No
8. Have you ever been trained in community pharmacy during your study in pharmacy school?	☐ Yes ☐ No

9. If you answer #8 yes, did this training influence your choice to work in community pharmacy?	☐ Yes ☐ No
10- Since how long have you been work in the community pharmacy? What is your working experience?	

B. Assess the female pharmacists' perception of work in Saudi community pharmacies.

This part of the interview is semi structured. If participants are unsure, they will be prompted.

Next, I would like to ask about your perception of work in community pharmacies and things motivated you to choose this career.

Q1: What made you choose to work in community pharmacy?

Prompts:

- Community needs.
- Direct interaction with the public.
- Flexible work (days/time).
- Salary.
- Work environment.
- Previous work experience.

Q2: In your opinion, what are the benefits of working in community pharmacy that are not found in other pharmacy career paths?

Prompts:

- Promotions and rewards.

- Salary.
- Business experience.
- Work environment.
- Flexibility of work (time/days).

Q3: In your opinion, How good a career choice is community pharmacy for a female pharmacist?

Prompts:

- Environmental Safety.
- Family-friendly working conditions.
- Work flexibility.

Q4: Do you encourage other female pharmacists to work in community pharmacies? and why?

Prompts:

- Work environment.
- Culture issues.
- Workload.
- Flexibility
- Different experience

Q5: Do you think community pharmacy career need improvement? Explain

Prompts:

- Training
- Work environment.
- Salary.
- Promotions and rewards.

Q6: Will you be still working in community pharmacy in the next 2 years? and why?

Prompts:

- Salary.
- Work Flexibility.
- Skills development.
- Promotion and rewards.

Q7: Do you think there is an opportunity for individual career growth and development within community pharmacy?

Prompts:

- Skills development.
- Experience.
- Promotion.

Q8: Did your perception towards working in community pharmacy changed before and after you work in community pharmacy? Explain

Prompts:

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C. Assess the level of satisfaction female community pharmacists have in Saudi Arabia.

As you are working in Saudi community pharmacies, feedback about your experience would be valuable to the research team, helping provision of recommendations to the regulatory bodies in the country. Please reflect your opinion towards the following questions.

Q1: In general, how do you describe your satisfaction toward your job?

Prompts:

- Totally satisfied. Comments.....
- Satisfied to some extent. Comments.....
- Totally dissatisfied. Comments.....

Q2: Did work in a community pharmacy met your expectations? How well working in community pharmacy meet your expectations?

Prompts:

- Improving Skills (communication, searching for information,..)
- Experience (business, non-business)
- Work flexibility (days and hours)
- Work environment (safety, privacy specially for rest room,...)
- Community respect.
- Salary and promotions.

D. Explore the perceived benefits and barriers female community pharmacists have toward working in community pharmacies

Now, I would like to ask you about your perceived benefits that motivate you working in community pharmacies and your perceived barriers that interfere with female work in Saudi community pharmacies.

Q1: in your opinion, what are the advantages a female pharmacist has in a community pharmacy?

Prompts:

- Work flexibility (days and hours)/ Family-friendly working conditions.
- Community interaction and skills improvement.
- Business experience.

Q2: In your opinion, what are the barriers that interfere with female work in community pharmacies in our country?

Prompts:

- Lack of training (in university or after recruitment for work)
- Cultural and Society issues
- Work environment (safety, privacy, rest room,.....)
- Working hours
- Work load

We would like to thank you for your time and commitment to the research.