

**Supplementary File: Interview guideline**

1. How long have you been working in this hospital?
2. How are the issues around patient safety addressed in this hospital? What learning mechanisms are in place?
3. Can you give an example of what you do when an adverse incident happens?
4. Do you think if you can contribute to improving the system by reporting adverse incidents? What do you perceive are the reasons for that?
5. Who will receive the incidents reports? Who is responsible to deal with incident reports and organisational learning?
6. What type of information system is being used to report incidents? (e.g. paper-based or electronic system)
7. How does the current incident reporting IS work?
8. How do you learn from the adverse incidents that occurred? Do you receive feedback on safety concerns that you have reported?
9. Overall, how are you informed about safety issues and improvement procedures?
10. Do you think if reporting adverse incidents leads to organisational learning? Why?