

Supplement 1: An example R3P structure

Ser	Time		Comment
1	0900 - 0915	Welcome and Introductions	
2	0915 - 0930	Video – Preferably delivered by the head/key member of the organisation to demonstrate strategic support for the programme. This should include major milestones associated with the pandemic, principal achievements and what the package aims to accomplish.	This message standardises expectation management for the programme and particularly the wider appreciation of everyone's contribution.
3	0930 - 0940	Cohort divided into 5 groups and sent to separate areas/rooms Discussion Sessions: 1 – Morally Challenging Decisions 2 – Vulnerability 3 – Death and Suffering 4 – Professional and Personal Challenges 5 – Expectations/Post traumatic growth	Cohorts should comprise a cross-section of rank, gender, profession. A cross-section of personnel should facilitate each session including Padres and civil servants
4	0940 - 1010	Discussion sessions	
5	1010 - 1050	Discussion sessions	
6	1050 - 1130	Coffee break	Encourage discussions between groups
7	1130 - 1200	Discussion sessions	
8	1200 - 1230	Discussion sessions	
9	1230 - 1400	Lunch	Encourage interaction between groups
10	1400 - 1430	Discussion session	
11	1430 - 1500	Summary discussion	Aim to bring all cohorts together – Prompting evidence of a shared experience of, and reaction to, delivering care/support throughout the Covid-19 outbreak.
12	1500 - 1530	Self-compassion and closing remarks	Padre lead – This is an opportunity to sign post people to the symptoms of poor coping and to the appropriate 'Treat' domains for those with enduring symptoms of distress.
When social distancing restrictions are no longer in force a social event in the evening would enable further discussions and networking			