

Supplementary material: Reflexivity statement**Manuscript titled:**

Service disruptions, trauma and burnout during the COVID-19 pandemic amongst healthcare providers delivering immunisation and maternal and child health services in Indonesia

Study conceptualisation	<p><i>How does this study address local research and policy priorities?</i></p> <p>The study was commissioned by UNICEF regional office but was developed in consultation with the country office in Indonesia and based on local epidemiological situation and what was happening in the country. In 2021, global reports had already presented the impact of the pandemic on essential health services in Indonesia and elsewhere. We engaged our research partners from Universitas Indonesia during the development of the funding proposal. Through this, we were able to also discuss the needs with our research partners based on their experience prior to proceeding. For example, the provinces in which the study was conducted was based on their knowledge and expertise of the epidemiological situation in the country, provinces, feasibility and impact/ relevance of the findings. This study was conducted with the Indonesian Ministry of Health forming part of the Technical Advisory Group to ensure that it continued to support local research and study priorities.</p> <p><i>How were local researchers involved in study design?</i></p> <p>Throughout the course of the study, the research team worked collaboratively and in equal partnership with the local research team from Universitas Indonesia. The collaborators from USYD (lead PI) met with the team ahead of the grant submission; and throughout design and implementation – the two lead institutions worked together to develop and implement the study. The USYD team worked proactively to ensure participation and engagement from Indonesia research team and MOH was meaningful and respectful – we used emails, regular zoom and Whatsapp. Noting that the COVID-19 pandemic was still raging when the study was designed and implemented, in-country visits by the international team weren't possible. It was also considered more appropriate for the in-country engagement to be led by our in-country partners and UNICEF country officers, both government departments as well as other local stakeholders.</p>
Research management	<p><i>How has funding been used to support the local research team(s)?</i></p> <p>At the inception stage, the Indonesian research team developed a budget to undertake the research including fieldwork activities, which were dedicated to supporting local</p>

	<p>research teams. It covered team salaries as well as costs associated with data collection processes. The in-country research team was completely responsible for governance and research management.</p>
Data acquisition and analysis	<p><i>How are research staff who conducted data collection acknowledged?</i></p> <p>The research staff who conducted data collection have also played a role as co-authors in this and other manuscripts and have been acknowledged accordingly. Individuals who supported data collection as enumerators and field coordinators have been formally acknowledged in the “Acknowledgements” section of the manuscript.</p>
	<p><i>How have members of the research partnership been provided with access to study data?</i></p> <p>The local research team lead the data collection as well as data management processes. This meant that data was shared from local research team members to international team members through a secure portal in line with the ethics process.</p>
	<p><i>How were data used to develop analytical skills within the partnership?</i></p> <p>The local research team’s leading role in data management provided opportunities for team members to develop skills in processes such as data entry and data cleaning to ensure that we had a high-quality data set to use for analysis. Data used in this manuscript was part of a broader study. In reporting of this study, local team members also helped to provide initial descriptive analyses.</p>
Data interpretation	<p><i>How have research partners collaborated in interpreting study data?</i></p> <p>Local research partners have played an important role in helping to interpret study data in context, providing insights which supported how we interpreted our findings in way that was relevant to Indonesia. The results were also presented to key stakeholders including ministry of health, UNICEF to ensure interpretation of the results was relevant to the local context.</p>
Drafting and revising for intellectual content	<p><i>How were research partners supported to develop writing skills?</i></p> <p>Our local research team have been involved as co-authors in all manuscripts either published or under review for publication which has supported opportunities to develop writing skills. The research partner team also wrote sections of the original protocol, reports and papers and feedback was provided by the study team.</p>

	<p><i>How will research products be shared to address local needs?</i></p> <p>The study findings were shared through multiple modalities – through UNICEF to the Indonesian Ministry of Health; through presentations and also CIs (JL and MS) met with multiple in-country personnel (for example, NITAG Chair and other forums) and presented findings through small discussions’ and 1-to-1 presentations. A national large meeting could not be organised due to competing priorities of colleagues in Indonesia but complete efforts have been made to share the findings and disseminate widely. A report was also prepared which shared with in-country government counterparts for early feedback, contextual input etc prior to any formal dissemination. Further, we have involved Ministry of Health team members as co-authors on all published manuscripts or those under review for publication to ensure that they can support the dissemination of these findings to help address local needs.</p>
<p>Authorship</p>	<p><i>How is the leadership, contribution and ownership of this work by LMIC researchers recognised within the authorship?</i></p> <p>All local research team members have been included as co-authors in published manuscripts or those under review for publication. The lead investigator for the local research team at Universitas Indonesia is the senior author for another paper published from the broader study. He is second author on this paper. Future papers (for example a qualitative study) will have other authors from the Indonesia team in other prominent places depending on contribution.</p>
	<p><i>How have early career researchers across the partnership been included within the authorship team?</i></p> <p>A number of the local research team members are early career researchers and have been included as co-authors on all manuscripts. The first author (MR) and author 4 (AT) for this manuscript is an early career researcher. The corresponding researcher is a mid-career researcher (MS) is an inter-sectional researcher from the global south. Future papers are also expected to be led by early career researchers across the research partnership.</p>
	<p><i>How has gender balance been addressed within the authorship?</i></p> <p>The majority of authors on this manuscript (14/17) and others developed as part of a broader study are female.</p>

Training	<i>How has the project contributed to training of LMIC researchers?</i> Training on research methods and ethics was provided by the international team (along with co-PI from the local team) ahead of fieldwork. The local research team implemented training on data collection processes to locally engaged enumerators, offering important capacity building opportunities to researchers at a district level.
Infrastructure	<i>How has the project contributed to improvements in local infrastructure?</i> Limited infrastructure was used for this study as it was a low-cost survey and did not involve any major equipment or infrastructure.
Governance	<i>What safeguarding procedures were used to protect local study participants and researchers?</i> Data collection protocols were designed by the local research team and received local ethics approval. Further government approvals were granted from the provincial and district governments where data collection took place. As data collection occurred during the COVID-19 pandemic, COVID-19 protocols were enforced to ensure the safety of participants and local researchers.