

Article title: Alignment in the Hospital-Physician Relationship: A Qualitative Multiple Case Study of Medical Specialist Enterprises in the Netherlands

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Supplementary file 1. Topic List Semi-Structured Interviews Hospital-MSE Alignment

Main research question:

- How has the MSE formation contributed to alignment within the hospital?

Context before MSE – before January 2015

1. What was the organisational structure/governance regarding the physicians before January 2015?
2. Could you describe the relationship with the [*hospital/ self-employed physicians*] before 2015?
 - a. What is your experience with [*hospital boards/self-employed physicians*] in previous hospitals where you have been working?
 - b. What was the role of trust, opportunism and dependence?
 - c. How would you characterize the previous relationship?

Organisation and activities – since MSE formation

3. What kind of MSE was formed, regarding the organisational structure?
 - a. How was this organisational structure formed? Who were involved in this process?
 - b. What advantages and disadvantages does the current organisational structure have?
4. Could you describe your activities with the [*hospital board/MSE*]?
 - a. Does the MSE participate in strategy development?
 - b. Is the MSE involved in quality and safety policy?
 - c. Is the MSE involved in purchasing of medical products and equipment?
 - d. Is the MSE involved with the hospital – health care insurer relationship and purchasing of care process?
 - e. Does the hospital receive any incentives from the health care insurer, are these applied to the MSE?

(Shared) goals – *the following questions are about the collaboration of the hospital and MSE and their (overlapping) goals*

5. Are the goals of the hospital and MSE shared?
 - a. Which goals overlap? And which do not?
6. What activities are commenced to align the goals of both parties?
 - a. Has the alignment increased or decreased? What is the cause for this change?
7. Has the MSE formation contributed to alignment?
 - a. In what way?
8. What role does the contract play in your collaboration with the [*hospital board/MSE*]?
 - a. Does the contract stimulate alignment? Why, and how?
9. Are incentives being used to stimulate alignment?
 - a. Type of incentives?
 - b. Do you think incentives are effective?

Relationship – *the following part will focus on the current relationship between the hospital and the MSE boards*

10. How would you describe the current relationship with the [*hospital board/MSE*]?
 - a. What is the role of trust in this relationship?
 - b. Do you experience opportunism? What is its role?
 - c. Could you describe the extent and role of dependency in your relationship?
 - d. How would you characterise your relationship (formal/informal, at arm's length/involved, focussed on own interest/collective interest)?
11. How do you invest in the relationship with the [*hospital board/MSE*]?
12. What does the [*hospital board/MSE*] undertake to prevent opportunism?
13. Have the power relations in the hospital changed since the MSE?
14. Has the relationship between individual self-employed physicians and hospital-employed physicians changed since the MSE formation?
15. Last question: would you like to add anything regarding the hospital-MSE relationship that is important and was not discussed?