

APPENDIX 2 - Interview and discussion group participant information

PART 1 Employee-owned interview participants

Red City Case Study 1	No.	Anonymised Name	Job Title	Employment in local NHS and Council Authority (Yrs)	Male/Female	Owner	Stated position on employee-ownership	Clinician / Social Work	Staff Representatives	Board / Director	Date	Second Interview
A 1		Jennifer	Clinical Service Coordinator	20	Female	No	A non-owner and undecided about its value	No	No	No	Oct-14	
A 2		Michelle	Governance Manager	2	Female	No	Non-owner but supportive	No	No	No	Oct-14	Jan-18
A 3		Michael	Clinical Service Coordinator (Therapist)	10	Male	Yes	A variety of opinions about ownership and could be unsupportive. Also carries out clinical duties	Yes	No	No	Oct-14	
A 4		Lisa	Clinical Service Coordinator (Nurse)	12	Female	Yes	Owner and supportive (also Nurse and carries out clinical duties)	Yes	No	No	Oct-14	
A 5		James	Strategy Coordinator	6	Male	Yes	Very supportive of ownership and participation	No	No	No	Oct-14	Jan-18
A 6		Marta	Clinical Trainer (Nurse)	20	Female	Yes	Very supportive of ownership and participation	Yes	Yes	Yes	Oct-14	
A 7		Julie	Human Resources Manager	12	Female	Yes	Owner with transactional disposition to staff owning shares	No	No	No	Oct-14	
A 8		Molly	Project Manager	4	Female	No	Non-owner but undecided about value	Yes	No	No	Oct-14	
A 9		Elizabeth	Social Worker Practitioner	18	Female	Yes	Initially undecided / non-committal but increasingly supportive	Yes	No	No	Apr-15	
A 10		Brian	Director of Finance	2	Male	Yes	Owner with transactional disposition to staff owning shares	No	No	Yes	Apr-15	
A 11		Christine	Medical doctor	13	Female	Yes	Owner initially unsupportive or uncommitted to its value	Yes	No	No	Apr-15	
A 12		Tina	Social Worker Practitioner	17	Female	Yes	Supportive especially compared to previous local government experience	Yes	No	No	Apr-15	
A 13		Laura	Trade Union Rep & Physiotherapist	20	Female	Yes	Owner and supportive	Yes	No	No	Nov-16	
A 14		Tracy	Trade Union Rep & Nurse	6	Female	No	Non-owner and unsupportive	Yes	No	No	Nov-16	
A 15		Karen	Nurse	11	Female	Yes	Undecided / Non-committal about employee-ownership	Yes	No	No	Nov-16	
A 16		Susan	Nurse (and former social worker)	4	Female	Yes	Owner and supportive	Yes	No	No	Nov-16	
A 17		Zara	Healthcare Assistant	5	Female	No	Non-owner and unsupportive	No	No	No	Feb-17	
Sub-total (1)												
Total No. of Participants	17				14 Female & 3 Male	12 owners and 5 Non-owners		11 clinicians/social workers, 6 non-clinicians	1 Staff representatives	1 Executive Directors & 1 Staff-Rep Board Member (A6)	Oct 2014 to February 2017	
Blue County Case Study 2												
Blue County Case Study 2	No.		Job Title		Male/Female	Owner		Clinician / Social Work	Staff Representatives	Board / Director	Date	Second Interview
B 1		William	Occupational Therapist Practitioner	9	Male	Yes	Undecided / Non-committal	Yes	No	No	Jul-15	
B 2		Matthew	Director of Organisational Development	11	Male	Yes	Owner and supportive	No	No	Yes	Jul-15	Dec-17
B 3		Joanne	Medical doctor	9	Female	No	Undecided / Non-committal about employee-ownership	Yes	No	No	Jul-15	Dec-17
B 4		Omar	Finance Officer	27	Male	Yes	Supportive of ownership particularly compared to the private sector	No	Yes	No	Jul-15	
B 5		Rebecca	Occupational Therapist Team leader	18	Female	Yes	Supportive of ownership particularly compared to the NHS	Yes	Yes	No	Jul-15	
B 6		Joseph	Director of Finance	10	Male	Yes	Supportive and transactional in approach	No	No	Yes	Jul-15	
B 7		Kevin	Business Analyst	2	Male	No	Non-owner and unsupportive (but with transactional disposition towards taking a share)	No	No	No	Nov-15	
B 8		Esther	Clinical Trainer (Nurse)	14	Female	Yes	Owner and supportive	Yes	No	No	Nov-15	
B 9		Richard	Senior Nurse	1	Male	Yes	Supportive but self defined as less committed to participate than others	Yes	No	No	Nov-15	
B 10		Stephanie	Senior Nurse	7	Female	No	Non-owner and unsupportive	Yes	No	No	Oct-16	
Sub-total (2)												
Total No. of Participants	10				4 female and 6 male	7 owners and 3 Non-owners		6 clinicians/social workers	2 Staff representatives	2 Executive Directors	July 2015 to October 2016	

Total for Employee-owned case studies interviews

Total No. of Participants	27				18 female & 9 male	19 (70%) owners and 8 (30%) non-owners		17 out of 27 clinicians/social workers	3 Staff representatives	3 Executive Directors & 1 Staff-Rep Board Member		
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