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| **Supplementary Table 1. Primary sources related to HCP experiences** |
|  | Authors | Year | Title | Type | Focus | Country |
| 4 | Dodd‐McCue D.  | 2010 | Behavioral research in hospital settings: The family communication coordinator (FCC) protocol and research applications in organ donation.  | Book chapter | Family support  | USA |
| 5 | Smith et al. | 2017 | Coping and caring: Support resources integral to perioperative nurses during the process of organ procurement surgery.  | Original research | OT | Australia |
| 7 | Kentish-Barnes et al. | 2019 | A narrative review of family members’ experience of organ donation request after brain death in the critical care setting  | Narrative review | ED / ICU | N/A |
| 8 | Lee et al. | 2018 | Attitudes and self-reported end-of-life care of Australian and New Zealand intensive care doctors in the context of organ donation after circulatory death.  | Original research | ICU | Aus/NZ |
| 9 | Hoover et al. | 2014 | Parental experiences and recommendations in donation after circulatory determination of death.  | Original research | ICU | USA |
| 10 | Smith et al. | 2015 | Australian perioperative nurses' experiences of assisting in multi-organ procurement surgery: A grounded theory study.  | Original research | OT | Australia |
| 11 | Ahmadian et al. | 2019 | Outcomes of organ donation in brain-dead patient's families: Ethical perspective.  | Original research | Family experiences | Iran |
| 12 | Ashkenazi & Cohen  | 2015 | Interactions between health care personnel and parents approached for organ and/or tissue donation: influences on parents' adjustment to loss.  | Original research | ICU | Israel |
| 13 | Berntzen & Bjork  | 2014 | Experiences of donor families after consenting to organ donation: a qualitative study.  | Original research | ICU | Norway |
| 19 | Walker & Sque  | 2016 | Balancing hope and despair at the end of life: The contribution of organ and tissue donation.  | Original research | ED / ICU | UK |
| 20 | Manzari et al..  | 2012 | Exploring families' experiences of an organ donation request after brain death.  | Original research | ICU | Iran |
| 22 | Smudla et al. | 2012 | The attitude and knowledge of intensive care physicians and nurses regarding organ donation in Hungary--It needs to be changed.  | Original research | ICU physicians and nurses | Hungary |
| 23 | Thirsk & Moules | 2013 | "I can just be me": Advanced practice nursing with families experiencing grief.  | Original research | Family care | Canada |
| 24 | Kim et al. | 2014 | Satisfaction with the organ donation process of brain dead donors' families in Korea.  | Original research | Family satisfaction | Korea |
| 25 | Kentish-Barnes et al.  | 2017 | Clinicians’ perception and experience of organ donation from brain-dead patients.  | Original research | ED / ICU Physicians and nurses | France |
| 26 | Macvean et al. | 2018 | Attitudes of intensive care and emergency physicians in Australia with regard to the organ donation process: A qualitative analysis.  | Original research | ED / ICU | Australia |
| 28 | Smith et al. | 2015 | Experiential learning not enough for organ procurement surgery: Implications for perioperative nursing education.  | Original research | OT | Australia |
| 29 | Anker A.  | 2013 | Critical conversations: Organ procurement coordinators' interpersonal communication during donation requests.  | Systematic review | Donation coordinator role | N/A |
| 30 | Siminoff et al. | 2015 | Communicating effectively about organ donation: A randomized trial of a behavioral communication intervention to improve discussions about donation.  | Intervention study | Donation coordinator role | USA |
| 31 | Siminoff et al. | 2009 | Communicating effectively about donation: An educational intervention to increase consent to donation.  | Intervention study | Donation coordinator role | USA |
| 36 | Meller et al. | 2018 | Grief experiences of nurses after the death of an adult patient in an acute hospital setting: An integrative review of literature.  | Review | ED / ICU | N/A |
| 39 | Moghaddam et al. | 2018 | Explaining nurses’ experiences of caring for brain dead patients: a content analysis.  | Original research | ICU | Iran |
| 40 | Crymble et al. | 2017 | Perceptions of nurses' roles in end-of-life care and organ donation - imposition or obligation?  | Original research | Critical care nursing | South Africa |
| 41 | Cignarella et al. | 2018 | Organ donation within the intensive care unit: A retrospective audit.  | Original research | ICU | Australia |
| 57 | Forsberg et al.  | 2014 | The core of after death care in relation to organ donation - A grounded theory study.  | Original research | ICU | Sweden |
| 58 | Mills & Koulouglioti  | 2016 | How can nurses support relatives of a dying patient with the organ donation option?  | Systematic review | ED / ICU / OT | N/A |
| 59 | Venkat et al.  | 2014 | Ethical controversies surrounding the management of potential organ donors in the emergency department.  | Case study | ED | USA |
| 60 | Jawoniyi et al. | 2018 | Organ donation and transplantation: Awareness and roles of healthcare professionals-A systematic literature review.  | Systematic review | ED / ICU / OT | N/A |
| 61 | Miller et al.  | 2014 | Emergency department referral for organ donation: More organ donors and more organs per donor.  | Original research | ED | USA |
| 62 | Peltier et al. | 2011 | A Hierarchical Communication Model of the Antecedents of Health Care Professionals' Support for Donations after Cardiac Death. | Original research | HCPs' DCD experiences | USA |
| 63 | Etheredge et al. | 2018 | A Qualitative Analysis of South African Health Professionals’ Discussion on Distrust and Unwillingness to Refer Organ Donors.  | Original research | HCP attitudes | South Africa |
| 67 | Rodrigue et al. | 2010 | Family initiated discussions about organ donation at the time of death.  | Original research | ED / ICU | USA |
| 68 | Michael & Jesus  | 2012 | Treatment of potential organ donors in the emergency department: A review.  | Review | ED | N/A |
| 70 | Witjes et al.  | 2019 | The implementation of a multidisciplinary approach for potential organ donors in the emergency department.  | Intervention study | ED / ICU | Netherlands |
| 71 | Monforte-Royo & Roque  | 2012 | The organ donation process: A humanist perspective based on the experience of nursing care.  | Theoretical article | ED / ICU / OT | Spain |
| 73 | Oroy et al. | 2013 | Approaching families on the subject of organ donation: A phenomenological study of the experience of healthcare professionals.  | Original research | ICU | Norway |
| 74 | Shemie et al.  | 2017 | End-of-life conversations with families of potential donors: leading practices in offering the opportunity for organ donation.  | Best practice guidelines | ED / ICU | Canada |
| 75 | Jelinek et al. | 2012 | Organ and tissue donation-related attitudes, education and practices of emergency department clinicians in Australia.  | Original research | ED clinicians | Australia |
| 76 | Marck et al. | 2013 | Donation after cardiac death: Are Australian emergency clinicians supportive?  | Original research | ED | Australia |
| 77 | Neate et al. | 2012 | Australian emergency clinicians' perceptions and use of the GIVE Clinical Trigger for identification of potential organ and tissue donors.  | Original research | ED | Australia |
| 78 | De Moraes et al. | 2015 | Experiences and expectations of nurses in caring for organ donors and their families.  | Original research | ICU nurses | Brazil |
| 79 | De Moraes et al. | 2014 | Experience of nurses in the process of donation of organs and tissues for transplant.  | Original research | ED / ICU / OT | Brazil |
| 80 | Syversen et al. | 2018 | Donation after circulatory death - An expanded opportunity for donation appreciated by families.  | Original research | ED / ICU / OT | Norway |
| 90 | De Groot et al.  | 2014 | Intensive care staff, the donation request and relatives’ satisfaction with the decision: A focus group study.  | Original research | ICU | Netherlands |
| 94 | Marck et al. | 2012 | Personal attitudes and beliefs regarding organ and tissue donation: A cross-sectional survey of Australian emergency department clinicians.  | Original research | ED clinicians | Australia |
| 99 | Meyer et al. | 2012 | Intensive care nurses' perceptions of their professional competence in the organ donor process: A national survey.  | Original research | ICU | Norway |
| 100 | Flodén et al. | 2011 | ICU nurses’ perceptions of responsibilities and organisation in relation to organ donation—A phenomenographic study.  | Original research | ICU | Sweden |
| 101 | Taylor et al.  | 2018 | Harms of unsuccessful donation after circulatory death: An exploratory study.  | Original research | ED / ICU | USA |
| 104 | Allison M.  | 2012 | Reflections on the grief of nurses.  | Review | ED / ICU / OT | N/A |
| 105 | Sansone & Sansone  | 2012 | Physician grief with patient death.  | Review | Physician grief | N/A |
| 106 | Kelly & Nisker  | 2010 | Medical students' first clinical experiences of death. | Original research | Medical student grief | USA |
| 107 | Gerow et al. | 2010 | Creating a curtain of protection: Nurses' experiences of grief following patient death.  | Original research | Nurses' grief | USA |
| 108 | Bleakley  | 2018 | A grounded theory study exploring critical care staff experiences of approaching relatives for organ donation.  | PhD | ED / ICU | UK |
| 110 | Dominguez-Gil et al.  | 2016 | Ten changes that could improve organ donation in the intensive care unit.  | Review | ICU | N/A |
| 111 | Masoumian Hoseini et al. | 2015 | ICU nurses' knowledge, attitude, and practice towards their role in the organ donation process from brain-dead patients and factors influencing it in Iran.  | Original research | ICU | Iran |
| 116 | Lagace et al. | 2018 | Experience and perception in organ donation: A matter of team work.  | Comment on 25 | ICU | N/A |
| 117 | Blumenthal  | 2007 | "It's not a job; it's a lifestyle": The experience of being a donation coordinator.  | Original research | Donation Coordinator role | USA |
| 118 | Schwartz  | 2012 | Decoding the ideal organ donation requestor.  | PhD study | Donation Coordinator role | USA |
| 119 | Bocci et al.  | 2018 | Family-centred care to improve family consent for organ donation.  | Intervention study | Family care in ICU | Italy |
| 120 | Oczkowski et al.  | 2019 | A mixed-methods study of organ donation in the intensive care unit: 22 actionable practices to improve organ donation. | Original research | ICU | Canada |
| 121 | Dodd-McCue & Tartaglia  | 2005 | The impact of the family communication coordinator (FCC) protocol on the role stress of hospital chaplains.  | Original research | Impact on support coordinator | USA |
| 122 | Leahy  | 2002 | Improving the organ donation process: Can social work help?  | PhD | HCP experiences  | USA |
| 123 | Markham | 2013 |  Improving Incidence of Referrals for Psychosocial and Spiritual Transdisciplinary Care in a Palliative Care Service: Focus on Brain Death.  | Intervention study | Palliative care role | USA |
| 124 | Prommer | 2011 | The role of palliative medicine in organ donation: From bedside to operating room  | Case study | Palliative care role | USA |
| 129 | O'Meeghan & Pedral  | 2016 | Organ donation work flows: What ownership brings.  | Intervention study | Process as a whole | USA |
| 130 | Wood et al. | 2012 | Evaluation of deceased donation simulation.  | Original research | HCP Education | UK |
| 131 | Potter et al. | 2017 | Simulation-based communication skills training for experienced clinicians to improve family conversations about organ and tissue donation.  | Original research | HCP Education | Australia |
| 132 | Kain V.  | 2012 | An exploration of grief in contemporary nursing.  | Review | Nurses' grief | N/A |
| 138 | Bocci et al. | 2016 | Taking care of relationships in the intensive care unit: Positive impact on family consent for organ donation.  | Original research | ICU | Italy |
| 140 | Prescott et al. | 2018 | How the mode of organ donation affects family behaviour at the time of organ donation.  | Original research | Family care in ICU | UK |
| 141 | Perrin et al. | 2013 | The co-existence of life and death for the perioperative nurse.  | Original research | OT | Australia |
| 142 | Smith  | 2017 | Duty and dilemma: Perioperative nurses hiding an objection to participate in organ procurement surgery.  | Original research | OT | Australia |
| 143 | Gao et al. | 2017 | Perioperative nurses' attitudes towards organ procurement: A systematic review.  | Systematic review | OT | N/A |
| 144 | Neidlinger et al. | 2013 | Honoring deceased donors with a unique family-designed statement followed by a moment of silence: Effect on donation outcomes.  | Intervention study | OT | USA |
| 145 | Flodén  | 2017 | Operating theatre nurses' experiences of participating in the organ donation process in the perioperative setting.  | Original research | OT | Sweden |
| 146 | Jesse et al. | 2015 | Determinants of burnout among transplant surgeons: A national survey in the United States.  | Original research | Surgeons | USA |
| 147 | Jesse et al. | 2017 | Professional interpersonal dynamics and burnout in European transplant surgeons.  | Original research | Surgeons | Europe |
| 150 | Ceyhan et al. | 2018 | How intensive care nurses perceive good death.  | Original research | ICU | Turkey |
| 154 | Rushton et al. | 2006 | Interdisciplinary interventions to improve pediatric palliative care and reduce health care professional suffering.  | Original research | Care for HCPs | USA |
| 155 | Vachon  | 2012 | Reflections on the grief of nurses.  | Review | Nurses grief |   |
| 156 | Keene et al. | 2010 | Bereavement debriefing sessions: An intervention to support health care professionals in managing their grief after the death of a patient.  | Original research | Care for HCPs | USA |
| 157 | Kelso et al. | 2007 | Palliative care consultation in the process of organ donation after cardiac death.  | Review | Palliative care role | USA |
| 165 | Alspach  | 2013 | Trauma, tragedy, and heartfelt thanks.  | Editorial | Family care | USA |
| 166 | Downar et al. | 2014 | The desirability of an Intensive Care Unit (ICU) Clinician-Led Bereavement Screening and Support Program for Family Members of ICU Decedents (ICU Bereave).  | Original research | Family care / ICU | Canada |