

**Title: Barriers to resilience among healthcare staff in Ireland in the post-austerity period:
A cross-sectional analysis**

TABLES

Table 1. Levels of Satisfaction of the health staff with their organisations in Ireland by Job-related, Psychological state and Sociodemographic variables. HSE-YOC Surveys

Job-related, Psychological state and Sociodemographic variables	Health Staff level of satisfaction with their organisation				<i>p-value</i>
	Total (n=33,529)	Satisfied (n=17,471)	Neither satisfied nor dissatisfied (n=13,303)	Dissatisfied (n= 2,755)	
Sex (n, %)					<0.001
Male	6710 (20.2)	3431 (19.6)	2608 (19.9)	670 (26.1)	
Female	26438 (79.8)	14068 (80.4)	10476 (80.1)	1894 (73.9)	
Age (n, %)					<0.001
<=30	2523 (7.6)	1299 (7.4)	1014 (7.7)	209 (8.2)	
>30	30626 (92.4)	16200 (92.6)	12070 (92.3)	2355 (91.9)	
Areas of Health Service (n, %)					<0.001
Acute Hospitals	15 975 (48.2)	8223 (47.0)	6398 (48.9)	1354 (52.8)	
Community Health Organisations	15380 (46.4)	8423 (48.1)	5970 (45.6)	986 (38.5)	
Corporate/National Services	1305 (3.94)	749 (4.3)	470 (3.6)	86 (3.4)	
National Ambulance Service	488 (1.5)	103 (0.6)	247(1.9)	138 (5.4)	
Staff Category (n, %)					<0.001
Medical/Dental	2484 (8.8)	1117 (7.2)	1103 (10.4)	264 (12.2)	
Nursing	9958 (35.3)	5173 (33.4)	3946 (37.3)	839 (38.9)	
Health & Social Care Professionals	4081 (14.5)	2227 (14.4)	1633 (15.4)	221 (10.3)	
Management/Admin	4528 (16.0)	2422 (15.6)	1766 (16.7)	340 (15.8)	
General Support Staff	2292 (8.1)	1185 (7.7)	889 (8.4)	218 (10.1)	
Patient & Client Care	4881 (17.2)	3365 (21.7)	1243 (11.7)	274 (12.7)	
Divisions of health care services (n, %)					<0.001
Older People's Services	1311 (12.2)	798 (13.7)	436 (10.3)	77 (10.8)	
Primary Care	3674 (34.1)	1850 (31.2)	1580 (37.2)	243 (34.3)	
Social Care	757 (7.0)	435 (7.5)	277 (6.5)	45 (6.3)	
Disability	1836 (17.0)	1037 (17.8)	681 (16.1)	118 (16.6)	
Mental Health	1996 (18.5)	996 (17.1)	860 (20.3)	140 (19.7)	
Functional Support	458 (4.3)	277 (4.8)	156 (3.7)	24.7 (3.5)	
Health & Wellbeing	228 (2.1)	121 (2.1)	95 (2.2)	13 (1.8)	
Strategic Planning and Transformation	522 (4.8)	312 (5.4)	160 (3.8)	50 (7.1)	
Type of Services (n, %)					0.14
Voluntary Community Health Service	1471 (12.6)	941 (14.7)	444 (9.8)	85 (11.4)	
HSE Service	10221 (87.4)	5459 (85.3)	4099 (90.2)	663 (88.6)	
Community Health Organisations (CHO) areas (n, %)					0.00
CHO Area 1	1750 (15.0)	1035 (16.2)	612 (13.5)	103 (13.8)	
CHO Area 2	1037 (8.9)	537 (8.4)	407 (9.0)	94 (12.5)	

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CHO Area 3	1316 (11.3)	728 (11.4)	504 (11.1)	84 (11.1)	
CHO Area 4	1018 (8.7)	604 (9.4)	363 (8.0)	50 (6.7)	
CHO Area 5	1488 (12.7)	827 (12.9)	564 (12.4)	98 (13.1)	
CHO Area 6	1344 (11.5)	678 (10.6)	577 (12.7)	90 (12.0)	
CHO Area 7	1017 (8.7)	591 (9.2)	354 (7.8)	71 (9.5)	
CHO Area 8	1447 (12.4)	809 (12.6)	555 (12.2)	83 (11.0)	
CHO Area 9	1274 (10.9)	593 (9.3)	604 (13.3)	78 (10.4)	
Hospital group (n, %)					<0.001
Children's HG	283 (3.4)	187 (4.2)	86 (2.7)	9 (1.4)	
Dublin Midlands HG	937 (21.1)	937 (21.1)	632 (19.7)	140 (21.2)	
Ireland East HG	677 (15.3)	677 (15.3)	416 (13.0)	61 (9.3)	
RCSI HG	672 (15.2)	672 (15.2)	518 (16.1)	121 (18.5)	
Saolta University HG	565 (12.8)	565 (12.8)	461 (14.4)	77 (11.8)	
South/South-West HG	790 (17.8)	790 (17.8)	702 (21.9)	151 (23.2)	
University of Limerick HG	1088 (13.1)	603 (13.6)	392 (12.2)	93 (14.3)	
Years of work in the Health Sector (n,%)					0.04
<=5 years	5817 (17.6)	3279 (18.7)	2118 (16.2)	420 (16.4)	
>5years	27330 (82.5)	14219 (81.3)	10966 (83.8)	2144 (83.6)	
Contact with patients as part of their work (YES) (n, %)	26460 (79.8)	13769 (78.7)	10575 (80.2)	2116 (82.6)	0.03
Discrimination (YES) (n, %)	4884 (14.7)	1338 (7.6)	2468 (18.9)	1078 (42.1)	<0.001
Bullying (YES) (n, %)	10181 (30.7)	3890 (22.2)	4824 (36.9)	1468 (57.3)	<0.001

n: number of participants with available data

Categorical variables were described as numbers and percentages, and groups were compared using the Chi-squared test

Table 2: Levels of Satisfaction of the health staff with their organisations in Ireland by components and year (HSE-YOC surveys)

Components of job satisfaction	2016			2018			p-value
	Satisfied n (%)	Neither satisfied nor dissatisfied n (%)	Dissatisfied n (%)	Satisfied n (%)	Neither satisfy nor dissatisfied n (%)	Dissatisfied n (%)	
Proud and satisfied with the culture of your organisation	7221 (39.0)	8566 (46.3)	2713 (14.6)	8098 (41.5)	9004 (46.2)	2401 (12.3)	0.00
Teamwork	11178 (60.9)	5609 (30.5)	1583 (8.6)	12206 (63.2)	5426 (28.1)	1680 (8.7)	0.99
Recognition of the Performance	5329 (28.8)	7343 (39.7)	5829 (31.5)	6690 (34.4)	7750 (39.8)	5034 (25.9)	<0.001
Confident of the strategy of my organisation	5646 (48.9)	2006 (17.4)	3875 (33.6)	6823 (57.9)	1868 (15.8)	3103 (26.3)	<0.001

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Communication in my organisation	3593 (20.2)	6522 (36.8)	7633 (43.0)	4881 (26.6)	6952 (37.9)	6532 (35.6)	<0.001
Communication with my Management	8007 (43.2)	6042 (32.6)	4489 (24.2)	9123 (46.7)	6286 (32.2)	4121 (21.1)	0.00
Support received from my organisation	7309 (39.5)	7071 (38.2)	4138 (22.3)	8565 (43.9)	7256 (37.2)	3670 (18.8)	0.00
Training and carer progression in my organisation	4450 (24.0)	7777 (42.0)	6327 (34.1)	5954 (30.5)	8191 (42.0)	5381 (27.7)	<0.001
Professional Opportunities I have in my organisation	7007 (37.8)	8351 (45.0)	3191 (17.2)	8749 (44.8)	7988 (40.9)	2774 (14.2)	<0.001
Management of Stress in my organisation	10375 (55.9)	8113 (43.8)	47 (0.3)	9020 (46.2)	10366 (53.1)	140 (0.7)	0.00
Dynamic within my organisation	10418 (56.3)	5609 (30.3)	2488 (13.4)	12059 (61.9)	5447 (28.0)	1979 (10.2)	0.00
Motivated with my work	11958 (64.6)	5299 (28.6)	1261 (6.8)	13000 (66.6)	5495 (28.1)	1033 (5.3)	0.34
Optimistic about my work	9287 (50.1)	7278 (39.2)	1982 (10.7)	11123 (57.0)	6779 (34.7)	1609 (8.2)	0.00
Trust on the Autonomy I have at my work	9442 (51.4)	7423 (40.4)	1490 (8.1)	10673 (55.5)	7327 (38.1)	1232 (6.4)	0.01
Alignment between mine and my organisation's Goals	7525 (41.7)	8915 (49.4)	1612 (8.9)	8145 (43.1)	9041 (47.8)	1717 (9.1)	0.24
Security and Pay in my organisation	9011 (48.7)	8476 (45.8)	1033 (5.6)	10661 (54.7)	7985 (41.0)	856 (4.4)	0.00
Quality of care and service in my organisation	10015 (54.0)	6215 (33.5)	2313 (12.5)	10777 (55.1)	6577 (33.6)	2212 (11.3)	0.08
My Role in my organisation	12848 (69.3)	5136 (27.7)	547 (3.0)	13986 (71.5)	5123 (26.2)	460 (2.4)	0.10
How my organisation deals with misses or incidents	10216 (55.1)	6981 (37.4)	1351 (7.3)	10658 (60.2)	5834 (32.9)	1227 (6.9)	0.00
Health and Wellbeing	6258 (33.8)	10207 (55.1)	2064 (11.1)	7748 (39.8)	10022 (51.4)	1714 (8.8)	0.00

n: number of participants with available data

Categorical variables were described as numbers and percentages, and groups were compared using the Chi-squared test

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Table 3. Univariable analysis between potential factors associated with the Job's dissatisfaction in the total sample (n=33529), and stratified by staff categories, bullying and discrimination (HSE-YOC)

Job related, Sociodemographic variables and psychological state variables	Total Sample	Medical/Dental	Nursing	General Support Staff	Discrimination	Bullying
	OR (CI95%)	OR (CI95%)	OR (CI95%)	OR (CI95%)	OR (CI95%)	OR (CI95%)
Sex						
Male	1	1	1	1	1	1
Female	1.05 (1.01-1.14)	0.87 (0.73-1.05)	0.90 (0.77-1.06)	1.02 (1.01-2.22)	1.50 (1.25-1.82)	0.71 (0.64-0.79)
Age						
<=30	1	1	1	1	1	1
>30	1.04 (0.87-1.01)	0.65 (0.51-0.83)	0.62 (0.53-0.73)	0.96 (0.70-1.32)	1.04 (0.87-1.25)	0.86 (0.76-0.98)
Areas of Health Service						
Acute Hospitals	1	1	1	1	1	1
Community Health Organisations	0.86 (0.82-0.90)	0.94 (0.71-1.03)	0.77 (0.70-0.84)	0.92 (0.78-1.08)	0.86 (0.76-0.97)	0.83 (0.77-0.90)
Corporate/National Services	0.78 (0.73-0.84)	0.97 (0.90-1.09)	0.82 (0.80-0.94)	0.94 (0.81-1.14)	1.17 (0.97-1.42)	1.08 (0.91-1.28)
National Ambulance Service	4.15 (3.62-4.75)	1.20 (1.17-1.25)	1.18 (1.10-2.24)	1.08 (1.02-1.22)	2.85 (2.33-3.50)	3.04 (2.56-3.60)
Staff Category						
Patient & Client Care	1				1	1
Medical/Dental	2.39 (1.60-3.57)				1.89 (1.34-1.56)	2.42 (1.87-2.90)
Nursing	1.95 (1.33-2.87)				2.64(1.87-4.98)	2.02 (1.90-2.89)
Health & Social Care Professionals	1.62 (1.10-2.87)				2.45 (2.00-3.89)	1.98 (1.05-2.37)
Management/Admin	1.8 (1.23-2.66)				1.90 (1.08-2.89)	1.02 (0.98-1.07)
General Support Staff	1.95 (1.31-2.89)				3.05 (1.92-4.98)	3.05 (2.02-5.67)
Divisions of health care services						
Older People's Services	1	1	1	1	1	1
Primary Care	1.49(1.31-1.69)	2.14 (0.68-6.71)	1.41 (1.14-1.76)	1.48 (0.94-2.30)	1.58 (1.15-2.16)	1.31 (1.05-1.64)
Social Care	1.14 (0.95-1.37)	1.81 (0.25-6.9)	0.55 (0.34-0.89)	1.24 (0.80-1.93)	1.35 (0.89-2.03)	0.92 (0.68-1.24)
Disability	1.2 (1.04-1.39)	1.69 (0.46-6.17)	1.04 (0.78-1.37)	1.10 (0.76-1.58)	1.12 (0.78-1.61)	1.05 (0.82--1.36)

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Mental Health	1.52(1.32-1.75)	4.02 (1.24-6.98)	1.32 (1.04-1.68)	0.97 (0.63-1.51)	1.59 (1.14-2.20)	1.22 (0.96-1.56)
Functional Support	1.01 (0.80-1.25)	1.61 (0.17-3.63)	1.31 (0.60-2.87)	1.06 (0.44-2.56)	1.59 (0.77-3.28)	1.08 (0.63-1.87)
Health & Wellbeing	1.32 (1.01-1.73)	4.04 (1.06-7.42)	0.68 (0.41-1.14)	2.27 (0.71-2.27)	0.89 (0.49-1.62)	1.56 (0.87-2.79)
Strategic Planning and Transformation	1.11 (0.89-1.38)	0.80 (0.22-2.94)	0.60 (0.35-1.19)	1.38 (0.80-2.38)	1.85 (1.03-3.33)	1.27 (0.82-1.98)
Type of Services						
Voluntary Community Health Service	1	1	1	1	1	1
HSE Service	1.51 (1.35-1.69)	2.89 (1.45-5.79)	1.41 (1.08-1.84)	0.96 (0.73-1.27)		1.31 (1.07-1.61)
Community Health Organisations (CHO) areas						
CHO Area 9	1	1	1	1	1	1
CHO Area 1	1.38 (1.18-1.61)	1.23 (0.62-2.43)	1.65 (1.18-2.31)	1.00 (0.60-1.650)	1.39 (0.91-2.11)	1.37 (1.02-1.83)
CHO Area 2	1.16 (1.00-1.34)	2.14 (1.13-4.04)	1.27 (0.93-1.73)	0.97 (0.61-1.52)	1.18 (0.80-1.75)	1.23 (0.94-1.60)
CHO Area 3	0.97 (0.83-1.13)	1.83 (0.92-3.67)	1.37 (0.96-1.96)	0.72 (0.44-1.16)	0.84 (0.53-1.34)	0.96 (0.72-1.28)
CHO Area 4	1.16 (1.00-1.33)	1.02 (0.53-1.93)	1.24 (0.93-1.65)	1.04 (0.68-1.59)	1.15 (0.82-1.62)	1.16 (0.90-1.50)
CHO Area 5	1.39 (1.21-1.60)	1.79 (0.93--3.44)	1.86 (1.39-2.49)	0.83 (0.51-1.36)	0.94 (0.66-1.34)	1.25 (0.97-1.60)
CHO Area 6	1.06 (0.90-1.24)	2.26 (1.10-4.66)	1.32 (0.94-1.85)	0.77 (0.48-1.23)	0.93 (0.62-1.39)	1.10 (0.83-1.47)
CHO Area 7	1.13 (0.98-1.29)	1.53 (0.83-2.80)	1.08 (0.80-1.47)	1.15 (0.77-1.73)	0.94 (0.65-1.35)	1.10 (0.86-1.40)
CHO Area 8	1.57 (1.36-1.80)	1.61 (0.84-3.07)	2.30 (1.72-3.08)	0.96 (0.59-1.56)	1.13 (0.80-1.59)	1.42 (1.11-1.82)
Hospital group						
Children's HG	1	1	1	1	1	1
Dublin Midlands HG	1.67 (1.29-2.15)	0.89 (0.41-1.96)	3.08 (1.80-5.29)	1.14 (0.41-3.19)	2.75 (1.23-6.15)	2.89 (1.83-4.57)
Ireland East HG	1.39 (1.06-1.81)	0.71 (0.32-1.61)	2.87 (1.65-5.00)	0.57 (0.19-1.66)	1.70 (0.74-3.88)	2.45 (1.53-3.91)
RCSI HG	1.93 (1.48-2.50)	1.43 (0.59-3.45)	3.29 (1.91-5.65)	1.45 (0.51-4.09)	2.24 (1.00-5.00)	2.98 (1.88-4.74)
Saolta University HG	1.86 (1.43-2.43)	0.98 (0.44-2.20)	3.00 (1.71-5.26)	0.80 (0.27-2.38)	2.55 (1.11-5.87)	3.07 (1.92-4.93)
South/Southwest HG	2.16 (1.67-2.79)	1.63 (0.74-3.62)	3.87 (2.25-6.64)	0.89 (0.32-2.53)	3.21 (1.44-7.14)	3.39 (2.15-5.35)
University of Limerick HG	1.65 (1.27-2.16)	1.27 (0.49-3.25)	3.52 (2.03-6.09)	0.44 (0.15-1.28)	2.93 (1.25-6.86)	3.04 (1.90-4.87)
Years of work in the Health Sector						
<=5 years	1	1	1	1	1	1
>5years	1.28 (1.20-1.37)	1.22 (0.94-1.58)	0.86 (0.74-1.01)	1.71(1.37-2.13)	1.14 (0.96-1.36)	1.04 (0.92-1.17)

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Contact with patients as part of their work (Yes)	1.17 (1.11-1.24)	1.53 (0.95-2.46)	1.67 (1.36-2.05)	0.95 (0.77-1.16)	0.79 (0.67-0.92)	0.86 (0.76-0.97)
Discrimination (Yes)	4 (3.74-4.28)	2.71 (2.11-3.47)	3.54 (3.16-3.95)	4.74 (3.80-5.90)		2.78 (2.53-3.05)
Bullying (Yes)	2.51 (2.39-2.63)	2.72 (2.24-3.30)	2.42 (2.22-2.63)	3.06 (2.56-3.67)	1.68 (1.50-1.88)	-

OR: Odds ratio; 95%CI: 95% Confidence Interval Associations were adjusted for sex and education

Table 4. Multivariable analysis between potential factors associated with the Job's dissatisfaction in the total sample (n=33529), and stratified by staff categories, bullying and discrimination (HSE-YOC)

Job related, Sociodemographic variables and psychological state variables	Total Sample OR (CI95%)	Medical/Dental OR (CI95%)	Nursing OR (CI95%)	General Support Staff OR (CI95%)	Discrimination (YES) OR (CI95%)	Bullying (YES) OR (CI95%)
Sex (n, %)						
Male	1	1	1	1	1	1
Female	1.02 (1.01-1.12)	0.78 (0.51-1.19)	0.90 (0.68-1.20)	0.90 (0.67-1.22)	1.48 (1.27-1.80)	0.97 (0.79-1.19)
Age (n, %)						
<=30	1	1	1	1	1	1
>30	0.96 (0.81-1.13)	1.27 (0.48-3.36)	1.04 (0.68-1.59)	0.82 (0.47-1.44)	1.22 (0.79-1.88)	1.08 (0.81-1.42)
Areas of Health Service (n, %)						
Acute Hospitals	1	1	1	1	1	1
Community Health Organisations	0.91 (0.86-0.95)	0.92 (0.75-1.14)	0.79 (0.72-0.87)	0.79 (0.72-0.87)	0.88 (0.78-1.17)	0.85 (0.79-0.93)
Corporate/National Services	0.90 (0.83-0.97)	0.97 (0.92-1.15)	0.89 (0.80-0.97)	0.80 (0.60-1.22)	1.08 (0.88-1.33)	0.98 (0.83-1.17)
National Ambulance Service	2.75 (2.41-3.13)	1.19 (1.17-1.29)	1.20 (1.10-2.27)	1.15 (1.10-2.89)	2.75 (2.24-3.37)	2.69 (2.26-3.19)
Staff Category (n, %)						
Patient & Client Care	1				1	1
Medical/Dental	2.39 (1.60-3.57)				1.56 (1.18-1.76)	2.05 (1.77-2.98)
Nursing	1.95 (1.33-2.87)				2.75(1.73-3.98)	1.98 (1.37-2.79)
Health & Social Care Professionals	1.62 (1.10-2.87)				2.02 (1.67-4.02)	1.10 (1.05-3.71)
Management/Admin	1.8 (1.23-2.66)				1.09 (0.99-1.16)	0.95 (0.72-1.10)
General Support Staff	1.95 (1.31-2.89)				3.10 (2.01-4.18)	3.18 (2.14-5.70)

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Divisions of health care services (n, %)						
Older People's Services	1	1	1	1	1	1
Primary Care	1.66 (1.45-1.90)	1.94 (0.65-5.82)	1.64 (1.30-2.07)	1.44 (0.89-2.31)	1.61 (1.17-2.21)	1.43 (1.13-1.81)
Social Care	1.16 (0.96-1.40)	1.81 (0.28-11.7)	0.66 (0.39-1.09)	1.04 (0.63-1.72)	1.27 (0.83-1.92)	0.95 (0.69-1.30)
Disability	1.36 (1.16-1.59)	1.83 (0.49-6.84)	0.98 (0.72-1.35)	1.21 (0.80-1.82)	1.03 (0.70-1.51)	1.12 (0.85-1.46)
Mental Health	1.55 (1.34-1.80)	2.93 (0.92-9.32)	1.30 (1.01-1.66)	1.06 (0.64-1.75)	1.62 (1.16-2.26)	1.30 (1.02-1.68)
Functional Support	1.22 (0.96--1.55)	1.04 (0.23-2.56)	1.40 (0.34-3.91)	1.30 (0.54-3.11)	1.37 (0.65-2.87)	1.10 (0.62-1.95)
Health & Wellbeing	1.35 (1.01-1.79)	4.39 (1.18-6.37)	1.46 (0.54-3.97)	1.03 (0.56-1.91)	0.83 (0.44-1.54)	1.42 (0.78-2.61)
Strategic Planning and Transformation	1.26 (1.01-1.59)	0.98 (0.27-3.54)	0.86 (0.48-1.55)	1.38 (0.77-2.46)	1.78 (0.98-3.23)	1.31 (0.83-2.07)
Type of Services (n, %)						
Voluntary Community Health Service	1	1	1	1	1	1
HSE Service	1.19 (1.02-1.38)	1.84 (0.77-4.40)	0.79 (0.55-1.13)	0.92 (0.66-1.28)	0.68 (0.47-1.00)	0.73 (0.52-1.03)
Community Health Organisations (CHO) areas (n, %)						
CHO Area 9	1	1	1	1	1	1
CHO Area 1	1.35 (1.14-1.60)	1.57 (0.77-3.19)	1.65 (1.15-2.37)	1.21 (0.70-2.08)	1.44 (0.91-2.25)	1.36 (1.001-1.86)
CHO Area 2	1.14 (0.98-1.33)	2.42 (1.23-4.78)	1.15 (0.83-1.61)	1.00 (0.62-1.63)	1.21 (0.81-1.80)	1.18 (0.89-1.56)
CHO Area 3	1.00 (0.84-1.19)	2.22 (1.04-4.72)	1.34 (0.92-1.96)	0.77 (0.43-1.38)	0.89 (0.55-1.44)	0.92 (0.69-1.25)
CHO Area 4	1.15 (0.99-1.34)	1.31 (0.63-2.73)	1.22 (0.89-1.66)	1.11 (0.68-1.82)	1.23 (0.86-1.76)	1.16 (0.88-1.51)
CHO Area 5	1.38 (1.18-1.60)	2.24 (1.09-4.60)	1.72 (1.26-2.35)	0.87 (0.50-1.50)	0.98 (0.68-1.41)	1.28 (0.98-1.67)
CHO Area 6	1.12 (0.94-1.34)	2.59 (1.06-6.32)	1.34 (0.93-1.94)	0.70 (0.39-1.24)	0.95 (0.60-1.50)	1.09 (0.78-1.50)
CHO Area 7	1.07 (0.92-1.24)	1.66 (0.89-3.11)	0.98 (0.71-1.36)	1.24 (0.77-2.00)	0.92 (0.62-1.34)	1.00 (0.76-1.31)
CHO Area 8	1.45 (1.24-1.69)	2.06 (1.04-4.10)	1.79 (1.31-2.45)	1.07 (0.62-1.86)	1.07 (0.74-1.54)	1.28 (0.98-1.67)
Years of work in the Health Sector (n,%)						
<=5 years	1	1	1	1	1	1
>5years	1.21 (1.08-1.36)	1.29 (0.67-2.47)	0.84 (0.62-1.14)	1.28 (0.70-2.08)	1.07 (0.78-1.46)	1.01 (0.81-1.26)

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Contact with patients as part of their work (YES) (n, %)	0.81 (0.72-0.91)	2.72 (0.27-6.98)	1.31 (1.06-1.62)	0.60 (0.39-0.93)	0.64 (0.46-0.90)	0.85 (0.65-1.10)
Discrimination (YES) (n, %)	3.17 (2.8-3.59)	2.36 (1.38-4.03)	3.18 (2.57-3.95)	3.71 (2.60-5.29)		2.38 (2.02-2.83)
Bullying (YES) (n, %)	1.97 (1.81-2.15)	1.70 (1.09-2.67)	2.15 (1.82-2.53))	2.53 (1.89-3.40)	1.39 (1.14-1.69)	

OR: Odds ratio; 95%CI: 95% Confidence Interval Associations were adjusted for sex and education

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Appendix 1

Domains of Job Satisfaction	Components of Job's satisfaction	Questions
1 My organization	1 Pride and Culture	Q1a, Q1c, Q16a, Q16b
	2 Teamwork	Q2a, Q2c, Q4d, Q6c
	3 Performance recognition	Q1b, Q6a, Q6h
2 Leadership	1 Strategy confidence	Q12, Q13c, Q13g
	2 Communication	Q13a, Q13b, Q14a, Q14b
3 Line Management	1 Communication	Q15b, Q15f, Q15g, Q15h
	2 Support	Q15a, Q15c, Q15d, Q15i
4 Training and Opportunities	1 Training and Progression	Q20a, Q20b, Q20c
	2 Training and opportunities	Q3a, Q3b, Q19b, Q19c
5 Health and Wellbeing	1 Health and Wellbeing	Q18a, Q18b, Q18c
	2 Stress & Stress management	Q17a, Q17c, Q17b
6 My Job	1 Satisfaction	Q5, Q8, Q19e
	2 Motivation (beginning)	Q3a, Q3b, Q7
	3 Optimism & Advocacy's	Q9, Q10b, Q10d
7 My role	1 Trust and Autonomy	Q6d, Q6e, Q6i, Q6j
	2 Goals and Objectives	Q4a, Q4b, Q4e, Q13f
	3 Security and Pay	Q6k, Q6f, Q6g
8 Standard of Care and Service	1 Quality	Q10a, Q10c, Q10e
	2 My role	Q4f, Q2b
	3 Near Misses & Incidents	Q25a, Q25c, Q25b