

Working conditions-related statements	Total* (n=135) n (% , 95% CI)			Nurses (n=60) n (% , 95% CI)			Physicians (n=62) n (% , 95% CI)			Effect size (0-1)	p- value (adj)
	Disagree	Neutral	Agree	Disagree	Neutral	Agree	Disagree	Neutral	Agree		
Vaccination choice caused division within the team.	91 (67, 59-75)	22 (16, 11-24)	22 (16, 11-24)	36 (60, 47-72)	11 (18, 10-30)	13 (22, 12-34)	48 (77, 65-87)	8 (13, 6-24)	6 (10, 4-20)	0.20	0.30
I felt unsafe due to a shortage of specific PPE (e.g., FFP2 masks).	74 (55, 46-63)	22 (16, 11-24)	39 (29, 21-37)	31 (52, 38-65)	10 (17, 8-29)	19 (32, 20-45)	38 (61, 48-73)	9 (14, 7-26)	15 (24, 14-37)	0.10	0.67
I felt unsafe due to unclear effectiveness of available PPE.	73 (54, 45-63)	26 (19, 13-27)	36 (27, 19-35)	34 (57, 43-69)	8 (13, 6-25)	18 (30, 19-43)	34 (55, 42-68)	14 (23, 13-35)	14 (23, 13-35)	0.13	0.46
I felt my safety was not the organization's top priority.	72 (53, 45-62)	28 (21, 14-29)	35 (26, 19-34)	30 (50, 37-63)	13 (22, 12-34)	17 (28, 17-41)	35 (56, 43-69)	13 (21, 12-33)	14 (23, 13-35)	0.07	0.71
I found the visitor restriction policy difficult.	28 (21, 14-29)	37 (27, 20-36)	70 (52, 43-61)	7 (12, 5-23)	10 (17, 8-29)	43 (72, 59-83)	20 (32, 21-45)	21 (34, 22-47)	21 (34, 22-47)	0.38	<0.01
I felt strong workplace pressure to work extra hours.	56 (41, 33-50)	32 (24, 17-32)	47 (35, 27-43)	24 (40, 28-53)	11 (18, 10-30)	25 (42, 29-55)	27 (44, 31-57)	17 (27, 17-40)	18 (29, 18-42)	0.15	0.45
I had sufficient control over where, how, and with whom I worked.	54 (40, 32-49)	41 (30, 23-39)	40 (30, 22-38)	32 (53, 40-66)	13 (22, 12-34)	15 (25, 15-38)	17 (27, 17-40)	22 (36, 24-49)	23 (37, 25-50)	0.26	0.06
Constantly changing safety guidelines negatively affected my sense of security.	52 (39, 30-47)	31 (23, 16-31)	52 (39, 30-47)	22 (37, 25-50)	12 (20, 11-32)	26 (43, 31-57)	27 (44, 31-57)	17 (27, 17-40)	18 (29, 18-42)	0.15	0.45

Table 2. Working conditions in direct patient care during COVID-19. Values are presented as n (%; 95% confidence interval). Statistical comparisons between nurses and physicians were conducted using Fisher's exact test. Adjusted p-values (adj) were corrected using the Benjamini-Hochberg procedure. All p-values are two-sided. Effect size ranges from 0 to 1. PPE = personal protective equipment. Total includes all respondents working in direct patient care, comprising nurses, physicians, and other clinical staff.