

Support-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		
I regularly felt undervalued and underestimated at work.	99 (73, 65-81)	16 (12, 7-19)	20 (15, 9-22)	40 (67, 53-78)	11 (18, 10-30)	9 (15, 7-27)	49 (79, 67-88)	4 (6, 2-16)	9 (14, 7-26)	0.18	0.28
Communication about departmental measures was sufficient.	14 (10, 6-17)	24 (18, 12-25)	97 (72, 63-79)	10 (17, 8-29)	7 (12, 5-23)	43 (72, 59-83)	3 (5, 1-14)	14 (23, 13-35)	45 (73, 60-83)	0.22	0.15
During the pandemic, I received most support from direct colleagues.	12 (9, 5-15)	37 (27, 20-36)	86 (64, 55-72)	5 (8, 3-18)	12 (20, 11-32)	43 (72, 59-83)	6 (10, 4-20)	20 (32, 21-45)	36 (58, 45-70)	0.15	0.39
Psychological support from the hospital should be voluntary, not mandatory.	16 (12, 7-19)	36 (27, 19-35)	83 (61, 53-70)	8 (13, 6-25)	13 (22, 12-34)	39 (65, 52-77)	8 (13, 6-24)	20 (32, 21-45)	34 (55, 42-68)	0.12	0.53
I felt societal appreciation for my profession; it made me feel valued.	25 (19, 12-26)	30 (22, 16-30)	80 (59, 50-68)	12 (20, 11-32)	13 (22, 12-34)	35 (58, 45-71)	11 (18, 9-30)	11 (18, 9-30)	40 (64, 51-76)	0.06	0.81
My workplace was understanding when I indicated work was overwhelming.	24 (18, 12-25)	75 (56, 47-64)	36 (27, 19-35)	15 (25, 15-38)	32 (53, 40-66)	13 (22, 12-34)	5 (8, 3-18)	36 (58, 45-70)	21 (34, 22-47)	0.24	0.13
The organization provided sufficient psychological support AFTER the pandemic.	40 (30, 22-38)	67 (50, 41-58)	28 (21, 14-29)	20 (33, 22-47)	27 (45, 32-58)	13 (22, 12-34)	16 (26, 16-38)	32 (52, 39-64)	14 (23, 15-35)	0.08	0.75
The organization provided sufficient psychological support DURING the pandemic.	20 (15, 9-22)	62 (46, 37-55)	53 (39, 31-48)	12 (20, 11-32)	27 (45, 32-58)	21 (35, 23-48)	6 (10, 4-20)	28 (45, 32-58)	28 (45, 32-58)	0.16	0.39
My salary was proportional to the work I delivered during the pandemic.	59 (44, 35-53)	27 (20, 14-28)	49 (36, 28-45)	36 (60, 47-72)	11 (18, 10-30)	13 (22, 12-34)	17 (27, 17-40)	12 (19, 10-31)	33 (53, 40-66)	0.36	<0.01

Table 3. Support experiences 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 were corrected using the Benjamini-Hochberg procedure. All p-values are two-sided. Effect size ranges from 0 to 1. Total includes all respondents working in direct patient care, comprising nurses, physicians, and other clinical staff.