

**Table 3 Mean Difference in Domain Scores by Job Categories**

Domain/staffs	N	Mean difference, $\beta$ (95%CI):	
<b>Teamwork</b>		<b>Unadjusted model</b>	<b>Adjusted model 1</b>
Nurses (reference)	2263	1	1
Doctors	907	-0.094(-0.132, -0.570)	-0.091(-0.131, -0.050)
Allied Health	927	-0.078(-0.116, -0.039)	-0.042(-0.088, -0.005)
Ward attendants	843	-0.102(-0.140, -0.063)	-0.091(-0.133, -0.050)
Support staff	334	-0.171(-0.230, -0.112)	-0.163(-0.223, -0.103)
<b>Safety culture</b>		<b>Unadjusted model</b>	<b>Adjusted model 2</b>
Nurses (reference)	2263	1	1
Doctors	907	-0.120(-0.157, -0.083)	-0.118(-0.158, -0.078)
Allied Health	927	-0.080(-0.117, -0.043)	-0.046(-0.090, -0.001)
Ward attendants	843	-0.098(-0.136, -0.061)	-0.093(-0.133, -0.052)
Support staff	334	-0.169(-0.227, -0.112)	-0.164(-0.223, -0.105)
<b>Job satisfaction</b>		<b>Unadjusted model</b>	<b>Adjusted model 3</b>
Nurses (reference)	2263	1	1
Doctors	907	-0.146(-0.182, -0.110)	-0.141(-0.180, -0.102)
Allied Health	927	-0.054(-0.090, -0.019)	-0.029(-0.072, 0.014)
Ward attendants	843	-0.078(-0.114, -0.041)	-0.067(-0.107, -0.028)
Support staff	334	-0.135(-0.190, -0.080)	-0.134(-0.190, -0.078)
<b>Unit management perception</b>		<b>Unadjusted model</b>	<b>Adjusted model 4</b>
Nurses (reference)	2263	1	1
Doctors	907	-0.052(-0.091, -0.013)	-0.071(-0.113, -0.029)
Allied Health	927	-0.002(-0.040, 0.037)	0.008(-0.039, 0.054)

Ward attendants	843	-0.007(-0.047, 0.033)	-0.011(-0.053, 0.032)
Support staff	334	-0.034(-0.090, 0.025)	-0.040(-0.101, 0.020)
<b>Hospital management perception</b>		<b>Unadjusted model</b>	<b>Adjusted model 5</b>
Nurses (reference)	2263	1	1
Doctors	907	-0.075(-0.114, -0.036)	-0.096(-0.138, -0.054)
Allied Health	927	0.009(-0.030, 0.047)	0.027(-0.020, 0.074)
Ward attendants	843	0.027(-0.013, 0.067)	0.021(-0.022-, 0.064)
Support staff	334	-0.023(-0.082, 0.037)	-0.025(-0.086, 0.035)
<b>Stress recognition</b>		<b>Unadjusted model</b>	<b>Adjusted model 6</b>
Nurses (reference)	2263	1	1
Doctors	907	0.221(0.182, 0.261)	0.208(0.165, -0.250)
Allied Health	927	0.073(0.034, 0.112)	0.088(0.041, -0.135)
Ward attendants	843	0.003(-0.036, 0.043)	-0.007(-0.050, 0.036)
Support staff	334	0.007(-0.053, 0.066)	0.000(-0.060, -0.061)
<b>Working conditions</b>		<b>Unadjusted model</b>	<b>Adjusted model 7</b>
Nurses (reference)	2263	1	1
Doctors	907	-0.151(-0.191, -0.112)	-0.164(-0.206, -0.121)
Allied Health	927	-0.055(-0.094, -0.016)	-0.065(-0.113, -0.017)
Ward attendants	843	-0.060(-0.101, -0.020)	-0.056(-0.091, -0.012)
Support staff	334	-0.132(-0.193, -0.070)	-0.127(-0.190, -0.064)

\*\*Notes:

Adjusted model 1,2,3,4,5,6,7 = model adjusted with gender, years of experience and clinical area.