

Supplementary material 2: Distribution of responses regarding the “Availability of resources”, “Team support and professional recognition”, and “Workplace safety”. Values are presented as the number of respondents (N) and corresponding percentages (%).

	n	Strongly disagree (1)		Disagree (2)		Neutral (3)		Agree (4)		Strongly agree (5)	
		N	%	N	%	N	%	N	%	N	%
Availability of resources	1	219	9.4	477	20.5	670	28.8	877	37.6	87	3.7
	7	80	3.4	429	18.4	740	31.8	912	39.1	169	7.3
	8	234	10	425	18.2	587	25.2	943	40.5	141	6.1
	9	74	3.2	230	9.9	481	20.6	1288	55.3	257	11
	11	310	13.3	596	25.6	650	27.9	672	28.8	102	4.4
	17	725	31.1	417	17.9	497	21.3	584	25.1	107	4.6
	18	482	20.7	568	24.4	603	25.9	590	25.3	87	3.7
	19	141	6.1	283	12.1	506	21.7	1180	50.6	220	9.4
	20	65	2.8	128	5.5	374	16.1	1413	60.6	350	15
Team support and professional recognition	2	191	8.2	268	11.5	511	21.9	1090	46.8	270	11.6
	3	162	7	253	10.9	522	22.4	1135	48.7	258	11.1
	4	103	4.4	172	7.4	556	23.9	1198	51.4	301	12.9
	5	49	2.1	141	6.1	359	15.4	1263	54.2	518	22.2
	6	251	10.8	328	14.1	729	31.3	831	35.7	191	8.2
	10	211	9.1	389	16.7	658	28.2	858	36.8	214	9.2
Workplace safety	12	276	11.8	467	20	789	33.9	715	30.7	83	3.6
	13	129	5.5	397	17	842	36.1	866	37.2	96	4.1
	14	211	9.1	373	16	797	34.2	832	35.7	117	5
	15	567	24.3	676	29	354	15.2	517	22.2	216	9.3
	16	446	19.1	613	26.3	378	16.2	713	30.6	180	7.7