

Supplementary:**Supplementary table1:** Work-related stress (HSE) Categorized by factors (N=430)

Factors	NO	Questions	Response mean (SD)	% non-response
Demands	1	Different groups at work demand things from me that are hard to combine	1.9 (1.01)	1.4
	2	I have unachievable deadlines	1.42(1.12)	1.4
	3	I have to work very intensively	2.72(1.15)	0.2
	4	I have to neglect some tasks because I have too much to do	1.89(1.21)	0.9
	5	I am unable to take sufficient breaks	2.18(1.21)	1.6
	6	I am pressured to work long hours	2.14(1.26)	2.1
	7	I have to work very fast	2.85(1.05)	0.2
	8	I have unrealistic time pressures	1.9(1.15)	1.2
Mean of response (SD)			2.126 (0.468)	
Control	1	I can decide when to take a break	1.95(1.45)	2.1
	2	I have a say in my own work speed	3.11(0.85)	0.9
	3	I have a choice in deciding how I do my work	2.49(1.11)	0.9
	4	I have a choice in deciding what I do at work	2.56(1.16)	1.6
	5	I have some say over the way I work	2.93(0.91)	2.1
	6	My working time can be flexible	2.21(1.18)	1.4
Mean of response (SD)			2.539 (0.432)	
Manger support	1	I am given supportive feedback on the work I do	2.72(0.89)	0.2
	2	I can rely on my line manager to help me out with a work problem	2.74(1.03)	0.9
	3	I can talk to my line manager about something that has upset or annoyed me about work	2.69(1.13)	2.3
	4	I am supported through emotionally demanding work	2.31(1.09)	0.9
	5	My line manager encourages me at work	2.41(1.27)	1.4
Mean of response (SD)			2.576 (0.199)	
Peer Support	1	If work gets difficult, my colleagues will help me	2.92(0.85)	0.9
	2	I get help and support I need from colleagues	2.96(0.81)	2.1
	3	I receive the respect at work I deserve from my colleagues	3.07(0.78)	0.2
	4	My colleagues are willing to listen to my work-related problems	2.62(0.85)	1.6
Mean of response (SD)			2.892 (0.192)	
Relationshi p	1	I am subject to personal harassment in the form of unkind words or behavior	1.07(1.12)	0.7
	2	There is friction or anger between colleagues	2.11(1.12)	0.9
	3	I am subject to bullying at work	1.69(1.22)	2.3
	4	Relationships at work are strained	2.16(1.28)	0.7
Mean of response (SD)			1.757 (0.505)	
Role	1	I am clear what is expected of me at work	3.3(0.78)	1.6
	2	I know how to go about getting my job done	3.22(0.82)	2.3
	3	I am clear what my duties and responsibilities are	3.24(0.92)	0.9
	4	I am clear about the goals and objectives for my department	2.98(1.05)	0.2
	5	I understand how my work fits into the overall aim of the organization	2.87(0.92)	0.2
Mean of response (SD)			3.121(0.185)	
Change	1	I have sufficient opportunities to question managers about change at work	2.69(1.06)	1.9
	2	Staff are always consulted about change at work	2.69(1.03)	0.9
	3	When changes are made at work, I am clear how they will work out in practice	2.46(0.92)	2.3
Mean of non-response (SD)			2.613 (0.131)	
Overall mean (SD)			2.694 (0.439)	

Supplementary table 2: Work Related Quality of Life (WRQoL) Response (N=430)

NO	Questions	Response average	% non-response
1	I have a clear set of goals and aims to enable me to do my job	2.935	0.2
2	I feel able to voice opinions and influence changes in my area of work	2.746	0.9
3	I have the opportunity to use my abilities at work	2.537	1.6
4	I feel well at the moment	2.958	2.3
5	My employer provides adequate facilities and flexibility for me to fit work in around my family life	2.602	1.6
6	My current working hours / patterns suit my personal circumstances	2.525	0.2
7	I often feel under pressure at work	2.357	0.2
8	When I have done a good job it is acknowledged by my line manager	2.490	1.3
9	Recently, I have been feeling unhappy and depressed	1.980	1.6
10	I am satisfied with my life	2.918	2.3
11	I am encouraged to develop new skills	2.528	1.4
12	I am involved in decisions that affect me in my own area of work	2.585	2.8
13	My employer provides me with what I need to do my job effectively	2.639	1.2
14	My line manager actively promotes flexible working hours / patterns	2.687	1.4
15	In most ways my life is close to ideal	2.387	0.2
16	I work in a safe environment	2.154	1.4
17	Generally things work out well for me	2.346	2.1
18	I am satisfied with the career opportunities available for me here	2.355	1.4
19	I often feel excessive levels of stress at work	2.295	2.5
20	I am satisfied with the training I receive in order to perform my present job	2.544	0.7
21	Recently, I have been feeling reasonably happy all things considered	2.492	1.4
22	The working conditions are satisfactory	2.476	0.2
23	I am involved in decisions that affect members of the public in my own area of work	2.324	0.9
24	I am satisfied with the overall quality of my working life	2.577	1.6
Overall mean (SD)		2.506 (0.553)	