

Appendix 4 (as supplied by the authors): Allied health care staff response to individual WBI survey questions

	Have you felt burned out from your work			Have you worried that work is hardening you emotionally			Have you often felt bothered by feeling down, depressed, or hopeless		
	Yes (N=33)	No (N=12)	P-value ¹	Yes (N=24)	No (N=21)	P-value	Yes (N=17)	No (N=28)	P-value
Gender, n (%)			0.02			0.60			0.29
Male	0 (0.0%)	3 (100.0%)		1 (33.3%)	2 (66.7%)		0 (0.0%)	3 (100.0%)	
Female	32 (78.0%)	9 (22.0%)		22 (53.7%)	19 (46.3%)		16 (39.0%)	25 (61.0%)	
Gender Diverse									
Missing	1	0		1	0		1	0	
When did you graduate from your field, n (%)			0.11			0.62			0.96
<2 years	0 (0.0%)	1 (100.0%)		0 (0.0%)	1 (100.0%)		0 (0.0%)	1 (100.0%)	
2-5 years	6 (60.0%)	4 (40.0%)		4 (40.0%)	6 (60.0%)		4 (40.0%)	6 (60.0%)	
6-10 years	9 (90.0%)	1 (10.0%)		7 (70.0%)	3 (30.0%)		4 (40.0%)	6 (60.0%)	
11-15 years	10 (90.9%)	1 (9.1%)		6 (54.5%)	5 (45.5%)		5 (45.5%)	6 (54.5%)	
16+ years	8 (61.5%)	5 (38.5%)		7 (53.8%)	6 (46.2%)		4 (30.8%)	9 (69.2%)	
When did you begin working at UHN, n (%)			0.38			0.37			0.41
<2 years	1 (33.3%)	2 (66.7%)		1 (33.3%)	2 (66.7%)		0 (0.0%)	3 (100.0%)	
2-5 years	9 (75.0%)	3 (25.0%)		5 (41.7%)	7 (58.3%)		7 (58.3%)	5 (41.7%)	
6-10 years	8 (80.0%)	2 (20.0%)		8 (80.0%)	2 (20.0%)		4 (40.0%)	6 (60.0%)	
11-15 years	8 (88.9%)	1 (11.1%)		4 (44.4%)	5 (55.6%)		3 (33.3%)	6 (66.7%)	
16+ years	7 (63.6%)	4 (36.4%)		6 (54.5%)	5 (45.5%)		3 (27.3%)	8 (72.7%)	
Employment status at UNH, n (%)			0.12			0.44			0.65
Full-time permanent	30 (76.9%)	9 (23.1%)		22 (56.4%)	17 (43.6%)		16 (41.0%)	23 (59.0%)	
Part-time permanent	3 (75.0%)	1 (25.0%)		2 (50.0%)	2 (50.0%)		1 (25.0%)	3 (75.0%)	
Casual, temp, other	0 (0.0%)	2 (100.0%)		0 (0.0%)	2 (100.0%)		0 (0.0%)	2 (100.0%)	
Missing	0	0		0	0		0	0	

Rate satisfaction with EMR, n (%)	0.34		0.18		0.51	
Very unsatisfied	4 (57.1%)	3 (42.9%)	2 (28.6%)	5 (71.4%)	1 (14.3%)	6 (85.7%)
Somewhat unsatisfied	8 (80.0%)	2 (20.0%)	8 (80.0%)	2 (20.0%)	4 (40.0%)	6 (60.0%)
Neutral	6 (66.7%)	3 (33.3%)	5 (55.6%)	4 (44.4%)	5 (55.6%)	4 (44.4%)
Somewhat satisfied	14 (82.4%)	3 (17.6%)	8 (47.1%)	9 (52.9%)	6 (35.3%)	11 (64.7%)
Very satisfied	0 (0.0%)	1 (100.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	1 (100.0%)
Missing	1	0	1	0	1	0
Somewhat / very satisfied with HER (vs. neutral / unsatisfied), n(%)	0.73		0.54		0.76	
Yes	14 (77.8%)	4 (22.2%)	8 (44.4%)	10 (55.6%)	6 (33.3%)	12 (66.7%)
No	18 (69.2%)	8 (30.8%)	15 (57.7%)	11 (42.3%)	10 (38.5%)	16 (61.5%)
Missing	1	0	1	0	1	0
Staffing levels in this work setting are sufficient, n (%)	0.25		0.05		0.25	
Disagree strongly	9 (81.8%)	2 (18.2%)	8 (72.7%)	3 (27.3%)	6 (54.5%)	5 (45.5%)
Disagree somewhat	15 (71.4%)	6 (28.6%)	9 (42.9%)	12 (57.1%)	5 (23.8%)	16 (76.2%)
Neutral	1 (25.0%)	3 (75.0%)	0 (0.0%)	4 (100.0%)	1 (25.0%)	3 (75.0%)
Agree somewhat	6 (85.7%)	1 (14.3%)	5 (71.4%)	2 (28.6%)	3 (42.9%)	4 (57.1%)
Agree strongly	1 (100.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)
Missing	1	0	1	0	1	0
Somewhat / strongly agree staffing levels in work setting are adequate (vs. neutral / disagree), n(%)	0.41		0.25		0.43	
Yes	7 (87.5%)	1 (12.5%)	6 (75.0%)	2 (25.0%)	4 (50.0%)	4 (50.0%)
No	25 (69.4%)	11 (30.6%)	17 (47.2%)	19 (52.8%)	12 (33.3%)	24 (66.7%)
Missing	1	0	1	0	1	0

I am treated fairly in the workplace, n (%)	0.95		0.05		0.06	
Disagree strongly	6 (75.0%)	2 (25.0%)	6 (75.0%)	2 (25.0%)	5 (62.5%)	3 (37.5%)
Disagree somewhat	5 (71.4%)	2 (28.6%)	6 (85.7%)	1 (14.3%)	4 (57.1%)	3 (42.9%)
Neutral	4 (80.0%)	1 (20.0%)	3 (60.0%)	2 (40.0%)	3 (60.0%)	2 (40.0%)
Agree somewhat	11 (64.7%)	6 (35.3%)	7 (41.2%)	10 (58.8%)	3 (17.6%)	14 (82.4%)
Agree strongly	6 (85.7%)	1 (14.3%)	1 (14.3%)	6 (85.7%)	1 (14.3%)	6 (85.7%)
Missing	1	0	1	0	1	0
Somewhat / strongly agree I am treated fairly (vs. neutral / disagree), n (%)	0.99		0.008		0.005	
Yes	17 (70.8%)	7 (29.2%)	8 (33.3%)	16 (66.7%)	4 (16.7%)	20 (83.3%)
No	15 (75.0%)	5 (25.0%)	15 (75.0%)	5 (25.0%)	12 (60.0%)	8 (40.0%)
Missing			1	0	1	0

¹Fishers Exact p-value.

Have you fallen asleep while sitting inactive in a public place			Have you felt that things were piling up so high you could not overcome them			Have you been bothered by emotional problems			Has physical health interfered with your ability to do daily work		
Yes (N=16)	No (N=29)	P-value	Yes (N=19)	No (N=26)	P-value	Yes (N=31)	No (N=14)	P-value	Yes (N=16)	No (N=29)	P-value
2 (66.7%) 13 (31.7%)	1 (33.3%) 28 (68.3%)	0.26	0 (0.0%) 18 (43.9%)	3 (100.0%) 23 (56.1%)	0.26	2 (66.7%) 28 (68.3%)	1 (33.3%) 13 (31.7%)	0.99	0 (0.0%) 15 (36.6%)	3 (100.0%) 26 (63.4%)	0.54
1	0		1	0		1	0		1	0	
0 (0.0%) 5 (50.0%) 5 (50.0%) 4 (36.4%) 2 (15.4%)	1 (100.0%) 5 (50.0%) 5 (50.0%) 7 (63.6%) 11 (84.6%)	0.31	0 (0.0%) 4 (40.0%) 4 (40.0%) 4 (36.4%) 7 (53.8%)	1 (100.0%) 6 (60.0%) 6 (60.0%) 7 (63.6%) 6 (46.2%)	0.90	1 (100.0%) 9 (90.0%) 7 (70.0%) 6 (54.5%) 8 (61.5%)	0 (0.0%) 1 (10.0%) 3 (30.0%) 5 (45.5%) 5 (38.5%)	0.45	1 (100.0%) 2 (20.0%) 6 (60.0%) 5 (45.5%) 2 (15.4%)	0 (0.0%) 8 (80.0%) 4 (40.0%) 6 (54.5%) 11 (84.6%)	0.07
2 (66.7%) 4 (33.3%) 6 (60.0%) 3 (33.3%) 1 (9.1%)	1 (33.3%) 8 (66.7%) 4 (40.0%) 6 (66.7%) 10 (90.9%)	0.11	1 (33.3%) 6 (50.0%) 2 (20.0%) 3 (33.3%) 7 (63.6%)	2 (66.7%) 6 (50.0%) 8 (80.0%) 6 (66.7%) 4 (36.4%)	0.33	3 (100.0%) 11 (91.7%) 6 (60.0%) 5 (55.6%) 6 (54.5%)	0 (0.0%) 1 (8.3%) 4 (40.0%) 4 (44.4%) 5 (45.5%)	0.16	1 (33.3%) 6 (50.0%) 4 (40.0%) 3 (33.3%) 2 (18.2%)	2 (66.7%) 6 (50.0%) 6 (60.0%) 6 (66.7%) 9 (81.8%)	0.62
12 (30.8%) 3 (75.0%) 1 (50.0%) 0	27 (69.2%) 1 (25.0%) 1 (50.0%) 0	0.13	19 (48.7%) 0 (0.0%) 0 (0.0%) 0	20 (51.3%) 4 (100.0%) 2 (100.0%) 0	0.10	25 (64.1%) 4 (100.0%) 2 (100.0%) 0	14 (35.9%) 0 (0.0%) 0 (0.0%) 0	0.26	14 (35.9%) 1 (25.0%) 1 (50.0%) 0	25 (64.1%) 3 (75.0%) 1 (50.0%) 0	0.99

0.81		0.97		0.96		0.07	
2 (28.6%)	5 (71.4%)	4 (57.1%)	3 (42.9%)	4 (57.1%)	3 (42.9%)	0 (0.0%)	7 (100.0%)
5 (50.0%)	5 (50.0%)	4 (40.0%)	6 (60.0%)	7 (70.0%)	3 (30.0%)	4 (40.0%)	6 (60.0%)
4 (44.4%)	5 (55.6%)	4 (44.4%)	5 (55.6%)	6 (66.7%)	3 (33.3%)	6 (66.7%)	3 (33.3%)
5 (29.4%)	12 (70.6%)	7 (41.2%)	10 (58.8%)	12 (70.6%)	5 (29.4%)	6 (35.3%)	11 (64.7%)
0 (0.0%)	1 (100.0%)	0 (0.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)
0	1	0	1	1	0	0	1
0.36		0.76		0.75		0.76	
5 (27.8%)	13 (72.2%)	7 (38.9%)	11 (61.1%)	13 (72.2%)	5 (27.8%)	6 (33.3%)	12 (66.7%)
11 (42.3%)	15 (57.7%)	12 (46.2%)	14 (53.8%)	17 (65.4%)	9 (34.6%)	10 (38.5%)	16 (61.5%)
0	1	0	1	1	0	0	1
0.80		0.10		0.78		0.72	
4 (36.4%)	7 (63.6%)	7 (63.6%)	4 (36.4%)	9 (81.8%)	2 (18.2%)	5 (45.5%)	6 (54.5%)
7 (33.3%)	14 (66.7%)	5 (23.8%)	16 (76.2%)	13 (61.9%)	8 (38.1%)	7 (33.3%)	14 (66.7%)
1 (25.0%)	3 (75.0%)	2 (50.0%)	2 (50.0%)	3 (75.0%)	1 (25.0%)	1 (25.0%)	3 (75.0%)
3 (42.9%)	4 (57.1%)	4 (57.1%)	3 (42.9%)	4 (57.1%)	3 (42.9%)	2 (28.6%)	5 (71.4%)
1 (100.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)
0	1	0	1	1	0	0	1
0.43		0.26		0.70		0.99	
4 (50.0%)	4 (50.0%)	5 (62.5%)	3 (37.5%)	5 (62.5%)	3 (37.5%)	3 (37.5%)	5 (62.5%)
12 (33.3%)	24 (66.7%)	14 (38.9%)	22 (61.1%)	25 (69.4%)	11 (30.6%)	13 (36.1%)	23 (63.9%)
0	1	0	1	1	0	0	1

0.88		0.72		0.20		0.88	
4 (50.0%)	4 (50.0%)	2 (25.0%)	6 (75.0%)	6 (75.0%)	2 (25.0%)	4 (50.0%)	4 (50.0%)
3 (42.9%)	4 (57.1%)	4 (57.1%)	3 (42.9%)	7 (100.0%)	0 (0.0%)	3 (42.9%)	4 (57.1%)
1 (20.0%)	4 (80.0%)	3 (60.0%)	2 (40.0%)	4 (80.0%)	1 (20.0%)	2 (40.0%)	3 (60.0%)
6 (35.3%)	11 (64.7%)	7 (41.2%)	10 (58.8%)	9 (52.9%)	8 (47.1%)	5 (29.4%)	12 (70.6%)
2 (28.6%)	5 (71.4%)	3 (42.9%)	4 (57.1%)	4 (57.1%)	3 (42.9%)	2 (28.6%)	5 (71.4%)
0	1	0	1	1	0	0	1
0.76		0.99		0.05		0.35	
8 (33.3%)	16 (66.7%)	10 (41.7%)	14 (58.3%)	13 (54.2%)	11 (45.8%)	7 (29.2%)	17 (70.8%)
8 (40.0%)	12 (60.0%)	9 (45.0%)	11 (55.0%)	17 (85.0%)	3 (15.0%)	9 (45.0%)	11 (55.0%)
0	1	0	1	1	0	0	1

Work I do is meaningful to me (categorized)				Work schedule leaves enough time for personal life (categorized)			
1-2 (N=1)	3-5 (N=10)	6-7 (N=34)	P-value	1-2 (N=14)	3 (N=10)	4-5 (N=21)	P-value
0 (0.0%)	1 (33.3%)	2 (66.7%)	0.55	1 (33.3%)	0 (0.0%)	2 (66.7%)	0.99
1 (2.4%)	8 (19.5%)	32 (78.0%)		12 (29.3%)	10 (24.4%)	19 (46.3%)	
0	1	0		1	0	0	
0 (0.0%)	0 (0.0%)	1 (100.0%)	0.68	0 (0.0%)	0 (0.0%)	1 (100.0%)	0.19
0 (0.0%)	2 (20.0%)	8 (80.0%)		1 (10.0%)	2 (20.0%)	7 (70.0%)	
0 (0.0%)	2 (20.0%)	8 (80.0%)		3 (30.0%)	2 (20.0%)	5 (50.0%)	
1 (9.1%)	4 (36.4%)	6 (54.5%)		4 (36.4%)	5 (45.5%)	2 (18.2%)	
0 (0.0%)	2 (15.4%)	11 (84.6%)		6 (46.2%)	1 (7.7%)	6 (46.2%)	
0 (0.0%)	0 (0.0%)	3 (100.0%)	0.68	1 (33.3%)	0 (0.0%)	2 (66.7%)	0.25
0 (0.0%)	2 (16.7%)	10 (83.3%)		1 (8.3%)	4 (33.3%)	7 (58.3%)	
0 (0.0%)	3 (30.0%)	7 (70.0%)		4 (40.0%)	1 (10.0%)	5 (50.0%)	
1 (11.1%)	3 (33.3%)	5 (55.6%)		2 (22.2%)	4 (44.4%)	3 (33.3%)	
0 (0.0%)	2 (18.2%)	9 (81.8%)		6 (54.5%)	1 (9.1%)	4 (36.4%)	
1 (2.6%)	8 (20.5%)	30 (76.9%)	0.36	14 (35.9%)	8 (20.5%)	17 (43.6%)	0.31
0 (0.0%)	2 (50.0%)	2 (50.0%)		0 (0.0%)	2 (50.0%)	2 (50.0%)	
0 (0.0%)	0 (0.0%)	2 (100.0%)		0 (0.0%)	0 (0.0%)	2 (100.0%)	
0	0	0		0	0	0	

0.04			0.67		
0 (0.0%)	1 (14.3%)	6 (85.7%)	2 (28.6%)	1 (14.3%)	4 (57.1%)
1 (10.0%)	5 (50.0%)	4 (40.0%)	3 (30.0%)	4 (40.0%)	3 (30.0%)
0 (0.0%)	3 (33.3%)	6 (66.7%)	4 (44.4%)	2 (22.2%)	3 (33.3%)
0 (0.0%)	1 (5.9%)	16 (94.1%)	4 (23.5%)	3 (17.6%)	10 (58.8%)
0 (0.0%)	0 (0.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)
0	0	1	0	0	1
0.04			0.57		
0 (0.0%)	1 (5.6%)	17 (94.4%)	5 (27.8%)	3 (16.7%)	10 (55.6%)
1 (3.8%)	9 (34.6%)	16 (61.5%)	9 (34.6%)	7 (26.9%)	10 (38.5%)
0	0	1	0	0	1
0.05			0.71		
1 (9.1%)	1 (9.1%)	9 (81.8%)	4 (36.4%)	2 (18.2%)	5 (45.5%)
0 (0.0%)	4 (19.0%)	17 (81.0%)	7 (33.3%)	4 (19.0%)	10 (47.6%)
0 (0.0%)	0 (0.0%)	4 (100.0%)	0 (0.0%)	1 (25.0%)	3 (75.0%)
0 (0.0%)	4 (57.1%)	3 (42.9%)	2 (28.6%)	3 (42.9%)	2 (28.6%)
0 (0.0%)	1 (100.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)
0	0	1	0	0	1
0.02			0.37		
0 (0.0%)	5 (62.5%)	3 (37.5%)	3 (37.5%)	3 (37.5%)	2 (25.0%)
1 (2.8%)	5 (13.9%)	30 (83.3%)	11 (30.6%)	7 (19.4%)	18 (50.0%)
0	0	1	0	0	1

0.23			0.90		
0 (0.0%)	2 (25.0%)	6 (75.0%)	3 (37.5%)	2 (25.0%)	3 (37.5%)
1 (14.3%)	3 (42.9%)	3 (42.9%)	3 (42.9%)	1 (14.3%)	3 (42.9%)
0 (0.0%)	2 (40.0%)	3 (60.0%)	2 (40.0%)	2 (40.0%)	1 (20.0%)
0 (0.0%)	2 (11.8%)	15 (88.2%)	5 (29.4%)	3 (17.6%)	9 (52.9%)
0 (0.0%)	1 (14.3%)	6 (85.7%)	1 (14.3%)	2 (28.6%)	4 (57.1%)
0	0	1	0	0	1
0.05			0.40		
0 (0.0%)	3 (12.5%)	21 (87.5%)	6 (25.0%)	5 (20.8%)	13 (54.2%)
1 (5.0%)	7 (35.0%)	12 (60.0%)	8 (40.0%)	5 (25.0%)	7 (35.0%)
0	0	1	0	0	1