**Figures**

**Figure 1:**

Histogram showing age distribution of respondents to the survey. *y axis –* n (respondents), *x axis -* age banding.

**Figure 2:**

Overlap between the various measures of psychological morbidity: Figure illustrates extent and overlap of high scoring staff for each of the three types of work-related distress surveyed (n=1656)



Moral distress defined as Moral Distress Scale-Revised ≥ 90; Burnout defined as abbreviated Maslach Burnout Inventory Emotional Exhaustion subscale ≥ 9 (equivalent to ≥27 on the full MBI); Post Traumatic Stress defined as Trauma Screening Questionnaire ≥ 6;