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| **Supplementary Table 1.** Univariate analysis of associations between socio-demographics, occupational factors and resilience, and burnout and post-traumatic stress status  |
|  | Burnout  |  | Post-Traumatic stress  |  |  |
| Variable | Yes *n* = 131 | No *n* = 228 | *p* | Yes *n* = 44 | No *n* = 290 | *p* |  |
|  | *n* (%) | *n* (%) |  | *n* (%) | *n* (%) |  |  |
| *Socio-demographics* |  |  |  |  |  |  |  |
| Gender |  |  |  |  |  |  |  |
| Male  |  26 (43) |  34 (57) |  |  7 (12) |  50 (88) |  |  |
| Female  | 105 (35) | 194 (65) | 0.228 | 37 (13) | 240 (87) | 0.827 |  |
| Age group  |  |  |  |  |  |  |  |
| ≤ 30y |  46 (40) |  68 (60) |  | 14 (13) |  93 (87) |  |  |
| 31-40y |  53 (39) |  84 (61) |  | 19 (15) | 104 (85) |  |  |
| ≥ 41y |  29 (31) |  65 (69) | 0.327 | 10 (11) |  81 (89) | 0.635 |  |
| Living arrangement |  |  |  |  |  |  |  |
| With others | 107 (38) |  175 (62) |  | 34 (13) | 226 (87) |  |  |
| Alone |  22 (31) | 48 (69) | 0.311 |  8 (12) |  60 (88) | 0.773 |  |
| Children at home |  |  |  |  |  |  |  |
| No |  78 (38) | 126 (62) |  | 24 (13) | 167 (87) |  |  |
| Yes |  44 (32) |  93 (68) | 0.248 | 15 (12) | 110 (88) | 0.881 |  |
| *Occupational factors* |  |  |  |  |  |  |  |
| Professional role |  |  |  |  |  |  |  |
| Doctor | 36 (49) |  38 (51) |  |  7 (10) |  63 (90) |  |  |
| Nurse | 95 (33) | 190 (67) | **0.015** | 37 (14) | 227 (86) | 0.377 |  |
| ICU unit |  |  |  |  |  |  |  |
| Adult  | 50 (31) | 114 (70) |  | 14 (9) | 138 (91) |  |  |
| Paediatric | 81 (42) | 114 (59) | **0.030** |  30 (17) | 152 (84) | 0.050 |  |
|  |  |  |  |  |  |  |  |
|  | Mean (*SD*) | Mean (*SD*) | *p* | Mean (*SD*) | Mean (*SD*) | *p* |  |
| Years qualified | 11.9 (9.2) | 13.0 (9.5) | 0.275 | 12.7 (9.8) | 12.8 (9.5) | 0.922 |  |
| Years ICU |  6.9 (7.1) |  8.3 (7.7) | 0.088 |  6.9 (6.9) |  8.1 (7.8) | 0.318 |  |
| *Personality* |  |  |  |  |  |  |  |
|  Resilience (BRS;1-5) | 3.28 (0.72) | 3.60 (0.61) | **<0.001** | 2.97 (0.78) | 3.58 (0.62) | **<0.001** |  |
| Notes: Burnout was defined by the presence of high levels of emotional exhaustion as determined by subscale score ≥ 27 (prorated from aMBI) or depersonalization as determined by subscale score ≥10 (prorated from aMBI); post-traumatic stress was defined as scoring above the cut-off ≥ 6 for clinically significant level of symptoms on the Trauma Screening Questionnaire; aMBI = abbreviated Maslach Burnout Inventory; *SD* = standard deviation; *p* values were calculated using Chi-square tests for categorical variables and independent group *t*-tests for continuous variables (with bootstrapping employed where distributions did not follow an approximately normal distribution); significant group differences are highlighted in bold.  |