

Table Supplementary: Standardized regression weights from petroleum industry data and nursing data comparing AMOS and MPLUS.

*indicates items with low regression weights

	Industry sample	Nursing sample AMOS	Nursing Sample MPLUS
Management Commitment			
Managers and supervisors express concern if safety procedures are not followed	0.440	0.633	0.696
In my workplace managers/supervisors show interest in my safety	0.520	0.689	0.727
In my workplace management turn a blind eye to safety issues	0.737	0.618	0.712
In my workplace management acts quickly to correct safety problems	0.811	0.743	0.806
Corrective action is always taken when management is told about unsafe practice	0.690	0.527	0.571
Management acts only after incidents have occurred	0.500	0.666	0.710
Management acts decisively when a safety concern is raised	0.792	0.668	0.732
Priority of Safety			
Management considers safety to be equally important as getting the work done	0.534	0.717	0.757
Safety rules and procedures are carefully followed	0.585	0.592	0.670
Management clearly considers the safety of staff of great importance	0.665	0.659	0.688
I believe that safety issues are not assigned a high priority	0.585	0.675	0.742
Communication			
There is good communication here about safety issues which affect me	0.731	0.596	0.653
Safety information is always brought to my attention by my line manager/supervisor	0.633	0.596	0.638
I do not receive praise for working safely	0.481	0.511	0.569
My line manager/supervisor does not always inform me of current concern and issues	0.594	0.636	0.703
Management operates an open door policy on safety issues	0.541	0.511	0.574
Safety rules			
Some safety rules and procedures do not need to be followed to get the job done safely	0.724	0.600	0.580
Some health and safety rules and procedures are not really practical	0.685	0.622	0.744
Sometimes it is necessary to depart from safety requirements in order to get the work done	0.583	0.699	0.709
Supportive environment			
I can influence health and safety here	0.543	0.460	0.479
A no blame approach is used to persuade people acting unsafely that their behaviour is inappropriate	0.367	0.150*	0.153*
I am strongly encouraged to report unsafe conditions	0.639	0.692	0.756
When people ignore safety procedures here I feel it is none of my business	0.480	0.291*	0.387*
Co-workers often give tips to each other on how to work safely	0.323	0.452	0.498
Employees are not encouraged to raise safety concerns	0.421	0.508	0.624

Table Supplementary: Standardized regression weights from petroleum industry data and nursing data comparing AMOS and MPLUS.

*indicates items with low regression weights

	Industry sample	Nursing sample AMOS	Nursing Sample MPLUS
Personal priorities and need for safety			
A safe place to work has a lot of personal meaning to me	0.571	0.519	0.600
It is important to me that there is a continuing emphasis on safety	0.655	0.560	0.625
I understand the safety rules for my job	0.642	0.664	0.832
Personally I feel that safety issues are not the most important aspect of my job	0.500	0.571	0.694
Safety is the number one priority in my mind when completing a job	0.623	0.617	0.685
Personal appreciation of risk			
I am clear about what my responsibilities are for health and safety	0.273	0.561	0.744
I am sure it is only a matter of time before I am involved in an incident	0.782	0.382	0.383
In my workplace the chance of being involved in an incident are high	0.464	0.548	0.570
I am rarely worried about being injured on the job	0.286	0.110*	0.086*
Involvement			
I am involved with safety issues at work	0.687	0.657	0.602
I am never involved in the ongoing review of safety	0.524	0.402	0.541
I am involved in informing management of important safety issues	0.724	0.671	0.677
Work environment			
There are always enough people available to get the job done safely	0.596	0.527	0.593
Sometimes I am not given enough time to get the job done safely	0.668	0.610	0.543
Sometimes conditions here hinder my ability to work safely	0.666	0.724	0.727
Operational targets often conflict with safety measures	0.795	0.590	0.662
I cannot always get the equipment I need to do the job safely	0.448	0.587	0.645
This is a safer place to work than other Trusts I have worked for	0.256	0.270*	0.392*