

**Supplement material 1.** Detailed results on moral distress question

|   | Strongly disagree, n (%) | Slightly disagree, n (%) | Partly agree, n (%) | Mostly agree, n (%) | Completely agree, n (%) | Don't know, n (%) |
|---|--------------------------|--------------------------|---------------------|---------------------|-------------------------|-------------------|
| All respondents, n=1074   | 235 (22)                 | 194 (18)                 | 304 (28)            | 136 (13)            | 123 (11)                | 82 (8)            |
| <b>Healthcare setting, n (%)<sup>a</sup></b>                                  |                          |                          |                     |                     |                         |                   |
| Hospital care, 518 (48)   | 92 (18)                  | 102 (20)                 | 153 (30)            | 78 (15)             | 65 (13)                 | 28 (5)            |
| Covid-wards, 243 (23)   | 46 (19)                  | 43 (18)                  | 75 (31)             | 35 (14)             | 30 (12)                 | 14 (6)            |
| Covid-ICUs, 179 (17)  | 26 (15)                  | 37 (21)                  | 56 (31)             | 27 (15)             | 29 (16)                 | 4 (2)             |
| Other workplaces, 96 (9)  | 20 (21)                  | 22 (23)                  | 22 (23)             | 16 (17)             | 6 (6)                   | 10 (10)           |
| Primary care and municipal care, 556 (52)                                     | 143 (26)                 | 92 (17)                  | 151 (27)            | 58 (10)             | 58 (10)                 | 54 (10)           |
| Primary care, 234 (22)  | 61 (26)                  | 39 (17)                  | 68 (29)             | 24 (10)             | 21 (9)                  | 21 (9)            |
| Nursing homes and “home care” with Covid-19, 192 (18)                         | 45 (23)                  | 25 (13)                  | 57 (30)             | 25 (13)             | 30 (16)                 | 10 (5)            |
| Nursing homes and “home care” without Covid-19, 130 (12)                      | 37 (28)                  | 28 (22)                  | 26 (20)             | 9 (7)               | 7 (5)                   | 23 (18)           |
| <b>Profession, n (%)<sup>a</sup></b>  |                          |                          |                     |                     |                         |                   |
| Registered nurse, 393 (37)  | 65 (17)                  | 69 (18)                  | 126 (32)            | 60 (15)             | 51 (13)                 | 22 (6)            |
| Assistant nurse, 412 (38)   | 90 (22)                  | 59 (14)                  | 113 (27)            | 46 (11)             | 57 (14)                 | 47 (11)           |
| Doctor, 61 (6)  | 17 (28)                  | 15 (25)                  | 21 (34)             | 6 (10)              | 2 (3)                   | 0 (0)             |
| Physiotherapist, 63 (6)   | 19 (30)                  | 16 (25)                  | 15 (24)             | 9 (14)              | 2 (3)                   | 2 (3)             |
| Other profession, 145 (14)  | 44 (30)                  | 35 (24)                  | 29 (20)             | 15 (10)             | 11 (8)                  | 11 (8)            |
| <b>Reason for working with Covid-19 patients, n (%)<sup>a</sup></b>           |                          |                          |                     |                     |                         |                   |
| The patients are on my ordinary workplace, 417 (39)                           | 80 (19)                  | 75 (18)                  | 132 (32)            | 65 (16)             | 47 (11)                 | 18 (4)            |
| Was redeployed to another workplace, 200 (19)                                 | 35 (18)                  | 36 (18)                  | 56 (28)             | 27 (14)             | 36 (18)                 | 10 (5)            |
| Voluntarily changed workplace (was asked or volunteered), 123 (11)            | 31 (25)                  | 23 (19)                  | 33 (27)             | 13 (11)             | 15 (12)                 | 8 (7)             |
| Other reason, 13 (1)  | 4 (31)                   | 0 (0)                    | 1 (8)               | 3 (23)              | 3 (23)                  | 2 (15)            |
| Do not work with Covid-19 patients, but am affected by the pandemic, 321 (30) | 85 (26)                  | 60 (19)                  | 82 (26)             | 28 (9)              | 22 (7)                  | 44 (14)           |

Sd, standard deviation; ICUs, intensive care units. <sup>a</sup> Professions, workplaces and reasons with n < 50 are included in the “Other” category.

**Supplement material 2.** Detailed results on Generalised Anxiety Disorder 7-item scale (GAD-7)

|  | Level of anxiety, n (%) |                 |                       |                   |
|--|-------------------------|-----------------|-----------------------|-------------------|
|  | Minimal<br>(0-4 p)      | Mild<br>(5-9 p) | Moderate<br>(10-14 p) | Severe<br>(≥15 p) |
| All respondents, n=1074  | 644 (60)                | 246 (23)        | 114 (11)              | 70 (7)            |
| <b>Healthcare setting, n (%)<sup>a</sup></b>                           |                         |                 |                       |                   |
| Hospital care, 518 (48)  | 285 (55)                | 134 (26)        | 64 (12)               | 35 (7)            |
| Covid-wards, 243 (23)  | 141 (58)                | 55 (23)         | 27 (11)               | 20 (8)            |
| Covid-ICUs, 179 (17)   | 93 (52)                 | 53 (30)         | 23 (13)               | 10 (6)            |
| Other workplaces, 96 (9)   | 51 (53)                 | 26 (27)         | 14 (15)               | 5 (5)             |
| Primary care and municipal care, 556 (52)                              | 359 (65)                | 112 (20)        | 50 (9)                | 35 (6)            |
| Primary care, 234 (22)   | 149 (64)                | 52 (22)         | 19 (8)                | 14 (6)            |
| Nursing homes and “home care” with Covid-19, 192 (18)                  | 120 (63)                | 40 (21)         | 20 (10)               | 12 (6)            |
| Nursing homes and “home care” without Covid-19, 130 (12)               | 90 (69)                 | 20 (15)         | 11 (8)                | 9 (7)             |
| <b>Profession, n (%)<sup>a</sup></b>                                   |                         |                 |                       |                   |
| Registered nurse, 393 (37)   | 209 (53)                | 104 (26)        | 50 (13)               | 30 (8)            |
| Assistant nurse, 412 (38)  | 251 (61)                | 83 (20)         | 45 (11)               | 33 (8)            |
| Doctor, 61 (6)   | 44 (72)                 | 13 (21)         | 4 (7)                 | 0 (0)             |
| Physiotherapist, 63 (6)  | 36 (57)                 | 20 (32)         | 4 (6)                 | 3 (5)             |
| Other profession, 145 (14)   | 104 (72)                | 26 (18)         | 11 (8)                | 4 (3)             |
| <b>Reason for working with Covid-19 patients, n (%)<sup>a</sup></b>    |                         |                 |                       |                   |
| The patients are on my ordinary workplace, 417 (39)                    | 259 (62)                | 96 (23)         | 38 (9)                | 24 (6)            |
| Was redeployed to another workplace, 200 (19)                          | 87 (44)                 | 59 (30)         | 33 (17)               | 21 (11)           |
| Voluntarily changed workplace (was asked or volunteered), 123 (11)     | 86 (70)                 | 21 (17)         | 13 (11)               | 3 (2)             |
| Other reason, 13 (1)   | 5 (38)                  | 4 (31)          | 2 (15)                | 2 (15)            |
| Do not work with Covid-19 patients, affected by the pandemic, 321 (30) | 207 (64)                | 66 (21)         | 28 (9)                | 20 (6)            |

Sd, standard deviation. <sup>a</sup> Professions, workplaces and reasons with n < 50 are included in the “Other” category.