



**Karolinska  
Institutet**

Karolinska Institutet

<http://openarchive.ki.se>

---

This is a Peer Reviewed Published version of the following article, accepted for publication in *Scandinavian Journal of Work and Organizational Psychology*.

2023-12-21

# Moral stress among Swedish health care workers during the COVID-19 pandemic : a cross-sectional study

Gustavsson, Martina E; Juth, Niklas; von Schreeb, Johan; Arnberg, Filip K

---

*Scandinavian Journal of Work and Organizational Psychology*. 2023 Feb 16;8(1):2.

Stockholm University Press

<http://doi.org/10.16993/sjwop.170>

<http://hdl.handle.net/10616/48941>

*If not otherwise stated by the Publisher's Terms and conditions, the manuscript is deposited under the terms of the Creative Commons Attribution-NonCommercial-NoDerivatives License (<http://creativecommons.org/licenses/by-nc-nd/4.0/>), which permits non-commercial re-use, distribution, and reproduction in any medium, provided the original work is properly cited, and is not altered, transformed, or built upon in any way.*

# Supplementary file 1. Survey questions

## Background questions

This first part contains introductory questions about you and your work.

Email \_\_\_\_\_

Date \_\_\_\_\_  
(YYYY-MM-DD)

Gender/sex?  Woman  
 Man  
 Other

Age \_\_\_\_\_  
(Number of years)

What kind of relationship do you live in today?  
 Married/cohabiting/partnership/open rel.  
 Single/widow/widower  
 Single/divorced/separated  
 Single  
(Select one option)

Do you have own children?  
 Yes  
 No  
(Select one option)

What is your highest level of education?  
 Upper secondary school  
 Adult level in upper s. school  
 College or university  
 Other  
(Select one option)

Other namely: \_\_\_\_\_

What is your main work situation today?  
 Fulltime  
 Parttime  
 Studying  
 Parental leave  
 Housewife/husband  
 Job applicant  
 Sick leave fulltime  
 Sick leave parttime  
 Retired  
 Other, namely:  
(Select one option, use free text option if needed)

In months \_\_\_\_\_  
(How long have you been on sick leave (write in months)?)

---

In months

\_\_\_\_\_

(How long have you been on sick leave (write in months)?)

---

Other, namely:

\_\_\_\_\_

---

Has there been periods in your life when you have been on sick leave or in other ways not been able to work/study or take care of your children?

- No
- Yes

---

Was it due to experiences from your work?

- No
- Yes
- Don't know

## Questions regarding your work

In which municipality do you work?

- Stockholm
- Uppsala
- Sörmland
- Östergötland
- Jönköping
- Kronoberg
- Kalmar
- Gotland
- Blekinge
- Skåne
- Halland
- Västra Götaland
- Värmland
- Örebro
- Västmanland
- Dalarna
- Gävleborg
- Västernorrland
- Jämtland, Härjedalen
- Västerbotten
- Norrbotten

Have you, by your workplace, been offered and participated in additional training, beyond the online training(s), in COVID-19 care?

- No
- Yes

In which professional role do you work?

- Nurse
  - Specialist nurse/midwife
  - Nursing assistant/personal assistant
  - Coordinator/manager assistant
  - Assistant nurse
  - Doctor
  - Psychologist/psych.therapist/counsellor
  - Physiotherapeut/occ. therapist/dietician
  - Speech therapist/audiologist
  - Chiropraktor/naprapist
  - Biomedical analytics/laboratory assistant
  - Prescription/pharmacist/ass pharmacist
  - X-ray nurse/hospital physicist
  - Dental nurse/dentist/dental hygienist
  - Head of operations/manager
  - Other
- (Please tick one or more options, based on what you have worked the most if you have had differing roles).

Other:

---

In which type of inpatient care do you work?

- Intensive care
- Ward care (including infection ward)
- Specific COVID-ward
- Intermediate care
- Rehabilitation
- Geriatrics
- Palliative care
- Psychiatry
- Radiology dep.
- Emergency dep.

(Tick one or more options, use free text alternative below if needed)

Do you work within outpatient care? In that case, mark which type of outpatient care.

- Primary health care (including private general practice and local emergency reception)
- Outpatient clinic
- Outpatient psychiatry
- Rehabilitation
- Laboratory reception, phys.lab

(Tick one or more options, use free text alternative below if needed)

In which type of care, which are not mentioned above under hospital or open care, do you work? Free text-alternative are shown below.

- Prehospital emergency care (including ambulance care)
- Municipal care for the elderly (SÄBO, short term care, including home care)
- Municipal care (disability care, personal assistance)
- Home care (including advanced health care in the home)

(Tick one or more options, use free text alternative below if needed)

Other type of care, namely:

\_\_\_\_\_ (Other type of care, namely)

How long time (in total) have you been working at your current workplace?

\_\_\_\_\_ (Number of months)

For how long time have you been working in your current professional role?

\_\_\_\_\_ (Number of months)

All HCW do not work with direct COVID-care but are affected by the circumstances.

Mark the alternative which matches where you have worked.

- I have only worked with COVID-care
- I have only worked with non-COVID care
- I have worked with both types of care

(Choose one option)

For how long time have you then worked with COVID-care? Write in number of weeks.

(If you have marked only COVID-care or both, please note during for how long time? (number of weeks)

\_\_\_\_\_

# Moral Stress

In this first part, the questions are about your experiences of difficult situations in your professional role in your work during the COVID-pandemic.

## Difficult situations and choices at work

On this page, the questions are about your experience of difficult situations in your professional role during the COVID pandemic. The following questions are about dealing with difficult situations and their consequences.

Some situations may mean that you cannot follow, and act on your moral values. These situations may give rise to moral stress, e.g. feelings such as powerlessness, frustration, helplessness, anger/sadness. The situations may be, for example, that you have needed to make decisions even though the options available to you seemed wrong, or where you have been prevented by circumstances from doing what is in line with your values, or where you have been involved in a decision against your beliefs, by another's action or decision.

- Never
- Occasionally
- Sometimes
- Often
- Very often

To what extent do you feel that you have been involved in such situations?

There may be situations where you cannot follow what you feel is morally right in your decisions or actions. Here we ask you to rate the extent to which these situations have been stressful.

For each option, indicate a level of your perceived moral stress (powerlessness/frustration). The scale is from 1-7 where 1 is none and 7 is extremely high. Mark one option per line.

**I experienced moral stress in situations where...**

	1	2	3	4	5	6	7
...all the options felt wrong, but I was still forced to make a decision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I took or was involved in making decisions that were not consistent with my moral values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...other people's decisions prevented me from doing what was in line with my moral values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...other circumstances prevented me, such as lack of time or material and structural resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...I acted but experienced it not "enough" according to my moral values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

A different kind of situation, namely: \_\_\_\_\_

Grade what you have entered under "other type of situation":

- 1
- 2
- 3
- 4
- 5
- 6
- 7

(The moral stress I experienced in the following situation was. (1=none) (7=extremely high)

**Difficult situations and choices at work**

What was the causes behind the stressful situations?

Here we ask you to rate, overall, to what extent you think the following options contributed to the morally stressful situations.

Rate one option per line, 1 - 7, where 1 is not agreeing, 7 is fully agree.

	1	2	3	4	5	6	7
Resource scarcity e.g. lack of protective equipment, material, staff, care places	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clash with the workplace/other actor's agenda and my morals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being forced to act outside my area of expertise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cultural, social & political aspects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership, structures within the team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conduct and decisions of colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Own safety over care of patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Isolation of patients which prevents visits and involvement by friends & family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Difficulties for relatives to attend at end of life-care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other namely:

(This contributed to the stressful situation)

Please grade what you have entered under "other":

- 1
- 2
- 3
- 4
- 5
- 6
- 7

(This contributed to the stressfulness of the situation: rate according to (1=not true) (7=very true)



**Support in dealing with difficult/stressful situations**

What support was there for you to deal with the stressful situations? When you think about these situations overall, we ask you to rate how well the different alternatives correlate to you. The scale is from 1-7, where 1 is not true and 7 is completely true.

	1	2	3	4	5	6	7
It was up to me to solve the situation, find own support and come up with own solutions/ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There was formal support (e.g. workplace support, End-of-shift talks, reflection groups)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There was support in the form of psychologist/ counsellor, occupational health care, leadership support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There was informal support (e.g. colleagues in the team, contact with friends/family/ other colleagues)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

There were other things, namely:

\_\_\_\_\_ (There were other things, namely:)

Please rate how what you have written, was valuable for dealing with the stressful situations

- 1
- 2
- 3
- 4
- 5
- 6
- 7

(Rate how what you wrote was useful in dealing with the stressful situations, according to (1=not true) (7=very true))

## Supplementary material 2, tables of moral stress and demographic and occupational factors

### 1.1. Moral stress by time at workplace:

#### Moral stress by time at workplace and involvement in non-COVID-19 care

Not involved in COVID-19 care	To what extent have you experienced situations of moral stress?					
	Frequencies (%)					
Months at workplace	Never	Rarely	Occasionally	Often	Very often	Total
<=5	184(36)	142(28)	146(29)	30(6)	8(2)	510(100)
6-11	238(31)	236(31)	215(28)	53(7)	21(3)	763(100)
12-59	942(30)	1036(33)	865(28)	233(7)	64(2)	3140(100)
60-119	448(30)	502(34)	400(27)	110(7)	33(2)	1493(100)
120-239	419(34)	385(31)	343(28)	84(7)	16(1)	1247(100)
>=240	317(34)	331(35)	215(23)	57(6)	14(2)	934(100)
Total	2548(32)	2632(33)	2184(27)	567(7)	156(2)	8087(100)

#### Moral stress by time at workplace and involvement in COVID-19 care

Involved in COVID-19 care	To what extent have you experienced situations of moral stress?					
	Frequencies (%)					
Months at workplace	Never	Rarely	Occasionally	Often	Very often	Total
<=5	80(17)	108(23)	177(38)	66(14)	32(7)	463(100)
6-11	93(14)	185(27)	268(39)	103(15)	40(6)	689(100)
12-59	365(14)	723(28)	945(36)	427(16)	146(6)	2606(100)
60-119	135(13)	304(28)	425(40)	162(15)	52(5)	1078(100)
120-239	153(17)	252(28)	312(35)	141(16)	39(4)	897(100)
>=240	95(16)	191(32)	214(36)	69(12)	29(5)	598(100)
Total	921(15)	1763(28)	2341(37)	968(15)	338(5)	6331(100)

### 1.2. Moral stress by age:

#### Moral stress by age and involvement in non-COVID-19 care

Not involved in COVID-19 care	To what extent have you experienced situations of moral stress?					
	Frequencies (%)					
Age groups	Never	Rarely	Occasionally	Often	Very often	Total
<=19	23(33)	25(36)	18(26)	2(3)	1(1)	69(100)
20-29	203(27)	243(32)	231(31)	66(9)	12(2)	755(100)
30-39	391(28)	482(34)	403(29)	109(8)	24(2)	1409(100)
40-49	590(29)	658(32)	579(29)	156(8)	46(2)	2029(100)
50-64	1371(35)	1269(32)	1011(25)	237(6)	79(2)	3967(100)
>=65	99(38)	79(30)	63(24)	20(8)	2(1)	263(100)
Total	2677(32)	2756(32)	2305(27)	590(7)	164(2)	8492(100)

#### Moral stress by age and involvement in COVID-19 care

Involved in COVID-19 care	To what extent have you experienced situations of moral stress?					
	Frequencies (%)					
Age groups	Never	Rarely	Occasionally	Often	Very often	Total
<=19	9(21)	12(29)	12(29)	7(17)	2(5)	42(100)
20-29	91(11)	213(26)	316(39)	147(18)	43(5)	810(100)
30-39	160(11)	351(25)	517(37)	273(20)	94(7)	1395(100)
40-49	287(17)	479(28)	600(35)	246(14)	86(5)	1698(100)
50-64	400(16)	730(29)	976(38)	329(13)	122(5)	2557(100)
>=65	25(25)	34(33)	32(31)	8(8)	3(3)	102(100)
Total	972(15)	1819(28)	2453(37)	1010(15)	350(5)	6604(100)

### 1.3. Moral stress by gender:

#### Moral stress by gender and non-involvement in COVID care

Not involved in COVID-19 care	To what extent have you experienced situations of moral stress?					
	Frequencies (%)					
Gender	Never	Rarely	Occasionally	Often	Very often	Total
Female	2252(31)	2342(32)	2007(28)	531(7)	147(2)	7279(100)
Male	427(35)	412(34)	302(25)	56(5)	19(2)	1216(100)
Other	6(20)	10(34)	7(24)	5(17)	1(3)	29(100)
Total	2685(32)	2764(32)	2316(27)	592(7)	167(2)	8524(100)

#### Moral stress by gender and involvement in COVID care

Involved in COVID-19 care	To what extent have you experienced situations of moral stress?					
	Frequencies (%)					
Gender	Never	Rarely	Occasionally	Often	Very often	Total
Female	791(14)	1540(27)	2125(38)	879(16)	312(6)	5647(100)
Male	180(19)	286(30)	323(34)	126(13)	38(4)	953(100)
Other	4(27)	2(13)	5(33)	3(20)	1(7)	15(100)
Total	975(15)	1828(28)	2453(37)	1008(15)	351(5)	6615(100)

### 1.4. Moral stress by occupational groups:

#### Moral stress by occupational group and non-involvement in COVID-19 care

Not involved in COVID-19 care	To what extent have you experienced situations of moral stress?					
	Frequencies (%)					
Occupational groups	Never	Rarely	Occasionally	Often	Very often	Total
Direct patient care	1897(30)	2005(32)	1777(28)	454(7)	134(2)	6267(100)
Managers	54(22)	92(38)	78(32)	17(7)	4(2)	245(100)
Coordinators	13(26)	17(34)	13(26)	5(10)	2(4)	50(100)
Indirect patient care <sup>a</sup>	291(38)	266(35)	161(21)	48(6)	3(0)	769(100)
Other <sup>b</sup>	442(36)	392(32)	291(24)	73(6)	22(2)	1220(100)
Total	2697(32)	2772(32)	2320(27)	597(7)	165(2)	8551(100)

a: psychologists, dentists/dental nurses, physiotherapists/occupational therapists/dieticians, audiologists/speech therapist, pharmacists, radiology nurses/medical physicist, biomedical scientists/laboratory assistants, and chiropractors

b: other which is not specified in the above

#### Moral stress by occupational group and involvement in COVID-19 care

Involved in COVID-19 care	To what extent have you experienced situations of moral stress?					
	Frequencies (%)					
Occupational groups	Never	Rarely	Occasionally	Often	Very often	Total
Direct patient care	797(14)	1569(27)	2170(38)	913(16)	328(6)	5777(100)
Managers	34(17)	55(28)	77(39)	27(14)	6(3)	199(100)
Coordinators	3(12)	2(8)	17(68)	2(8)	1(4)	25(100)
Indirect patient care <sup>a</sup>	92(23)	129(32)	124(31)	39(10)	14(4)	398(100)
Other <sup>b</sup>	56(22)	87(34)	80(31)	29(11)	5(2)	257(100)
Total	982(15)	1842(28)	2468(37)	1010(15)	354(5)	6656(100)

a: psychologists, dentists/dental nurses, physiotherapists/occupational therapists/dieticians, audiologists/speech therapist, pharmacists, radiology nurses/medical physicist, biomedical scientists/laboratory assistants, and chiropractors

b: other which is not specified in the above

### 1.5. Moral stress by differing workplaces:

#### Moral stress by workplace (ICU) and involvement in COVID-19 care or not

COVID-19 care or not	To what extent have you experienced situations of moral stress?					
	<i>Frequencies (%)</i>					
	Never	Rarely	Occasionally	Often	Very often	Total
No	21(26)	20(25)	29(36)	7(9)	3(4)	80(100)
Yes	40(10)	104(27)	143(37)	81(21)	21(5)	389(100)
Total	61(13)	124(26)	172(37)	88(19)	24(5)	469(100)

#### Moral stress by workplace (radiology department) and involvement in COVID-19 care or not

COVID-19 care or not	To what extent have you experienced situations of moral stress?					
	<i>Frequencies (%)</i>					
	Never	Rarely	Occasionally	Often	Very often	Total
No	83(27)	90(29)	103(33)	24(8)	10(3)	310(100)
Yes	51(11)	112(25)	177(39)	80(18)	32(7)	452(100)
Total	134(18)	202(27)	280(37)	104(14)	42(6)	762(100)

#### Moral stress by workplace (palliative care) and involvement in COVID-19 care or not

COVID-19 care or not	To what extent have you experienced situations of moral stress?					
	<i>Frequencies (%)</i>					
	Never	Rarely	Occasionally	Often	Very often	Total
No	10(34)	12(41)	5(17)	1(3)	1(3)	29(100)
Yes	15(23)	29(45)	19(29)	2(3)	0(0)	65(100)
Total	25(27)	41(44)	24(26)	3(3)	1(1)	94(100)

#### Moral stress by workplace (municipal elderly care) and involvement in COVID-19 care or not

COVID-19 care or not	To what extent have you experienced situations of moral stress?					
	<i>Frequencies (%)</i>					
	Never	Rarely	Occasionally	Often	Very often	Total
No	877(28)	991(32)	915(30)	240(8)	76(2)	3099(100)
Yes	408(14)	733(26)	1088(39)	421(15)	166(6)	2816(100)
Total	1285(22)	1724(29)	2003(34)	661(11)	242(4)	5915(100)

## Supplementary material 3, tables of moral stress-variables

### 2.1.1. The extent of experiencing situations with moral stress related to involvement in COVID-19 care or not

#### 2.1.1.1. To what extent have you experienced situations of moral stress?

<b>Table 2.1.1</b>	<i>Frequencies (%)</i>					
COVID-19 care or not	Never	Rarely	Occasionall y	Often	Very often	Total
No	2715(32)	2786(33)	2335(27)	599(7)	167(2)	8602(100)
Yes	983(15)	1847(28)	2476(37)	1016(15)	354(5)	6676(100)
Total	3698(24)	4633(30)	4811(31)	1615(11)	521(3)	15278(100)

### 2.2.1. Perceptions about how often moral stress have been experienced in various situations related to involvement in COVID-19 care or not

#### 2.2.1.1. All the alternatives felt wrong but, I had to act/make a decision:

<b>Table 2.2.1.</b>	<i>Frequencies (%)</i>				
COVID-19 care or not	Disagree	Partly agree	Agree	Total	
No	1546(30)	1958(38)	1712(33)	5216(100)	
Yes	1031(20)	1898(37)	2216(43)	5145(100)	
Total	2577(25)	3856(37)	3928(38)	10361(100)	

#### 2.2.2. I made or was included in a decision that did not match my moral values:

<b>Table 2.2.2.</b>	<i>Frequencies (%)</i>				
COVID-19 care or not	Disagree	Partly agree	Agree	Total	
No	1565(30)	1974(38)	1644(32)	5183(100)	
Yes	1137(22)	1900(37)	2092(41)	5129(100)	
Total	2702(26)	3874(38)	3736(36)	10312(100)	

#### 2.2.3. Others' decisions hindered me from acting in accordance with my moral values:

<b>Table 2.2.3.</b>	<i>Frequencies (%)</i>				
COVID-19 care or not	Disagree	Partly agree	Agree	Total	
No	1269(25)	1851(36)	2047(40)	5167(100)	
Yes	894(18)	1697(33)	2515(49)	5106(100)	
Total	2163(21)	3548(35)	4562(44)	10273(100)	

#### 2.2.4. Other circumstances hindered me, such as lack of time or materials and structural resources:

<b>Table 2.2.4.</b>	<i>Frequencies (%)</i>				
COVID-19 care or not	Disagree	Partly agree	Agree	Total	
No	1098(21)	1740(34)	2318(45)	5156(100)	
Yes	557(11)	1380(27)	3165(62)	5102(100)	
Total	1655(16)	3120(30)	5483(53)	10258(100)	

#### 2.2.5. I took action, but I felt that it was not sufficient according to my moral perceptions:

<b>Table 2.2.5.</b>	<i>Frequencies (%)</i>				
COVID-19 care or not	Disagree	Partly agree	Agree	Total	
No	1172(23)	1872(36)	2108(41)	5152(100)	
Yes	689(14)	1527(30)	2880(57)	5096(100)	
Total	1861(18)	3399(33)	4988(49)	10248(100)	

### 2.3.1. Perceived causes of the morally stressful situations related to involvement in COVID-19 care or not

#### 2.3.1. Resource constraints, such as PPE, material, staff, beds:

<b>Table 2.3.1.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	972(21)	1232(26)	2463(53)	4667(100)
Yes	457(10)	931(20)	3372(71)	4760(100)
Total	1429(15)	2163(23)	5835(62)	9427(100)

#### 2.3.2. Clashes between one's own moral values and those of the workplace/other actors:

<b>Table 2.3.2.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	1395(30)	1568(34)	1699(36)	4662(100)
Yes	1025(22)	1590(33)	2135(45)	4750(100)
Total	2420(26)	3158(36)	3834(41)	9412(100)

#### 2.3.3. Being forced to act outside of one's competence:

<b>Table 2.3.3.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	1847(40)	1552(33)	1259(27)	4658(100)
Yes	1275(27)	1513(32)	1964(41)	4752(100)
Total	3122(33)	3065(33)	3223(34)	9410(100)

#### 2.3.4. Cultural, social and political aspects:

<b>Table 2.3.4.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	2244(48)	1419(31)	990(21)	4653(100)
Yes	1838(39)	1557(33)	1355(29)	4750(100)
Total	4082(43)	2976(32)	2345(25)	9403(100)

#### 2.3.5. Leadership and structures in the team:

<b>Table 2.3.5.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	1441(31)	1445(31)	1767(38)	4653(100)
Yes	1104(23)	1482(31)	2162(46)	4748(100)
Total	2545(27)	2927(31)	3929(42)	9401(100)

#### 2.3.6. Colleagues' behaviours and decisions:

<b>Table 2.3.6.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	1432(31)	1603(34)	1619(35)	4654(100)
Yes	1170(25)	1689(36)	1889(40)	4748(100)
Total	2602(28)	3292(35)	3508(37)	9402(100)

#### 2.3.7. Placing own safety before patient care:

<b>Table 2.3.7.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	1801(39)	1481(32)	1363(29)	4645(100)
Yes	1140(24)	1480(31)	2125(45)	4745(100)
Total	2941(31)	2961(32)	3488(37)	9390(100)

#### 2.3.8. The isolation of patients who were hindered in regard to visits and the involvement of relatives:

<b>Table 2.3.8.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	1640(35)	1205(26)	1797(39)	4642(100)
Yes	732(15)	1062(22)	2949(62)	4743(100)
Total	2372(25)	2267(24)	4746(51)	9385(100)

### 2.3.9. Difficulties related to relatives/intimates being involved in patients' end-of-life care:

<b>Table 2.3.9.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	2620(57)	846(18)	1171(25)	4637(100)
Yes	1311(28)	911(19)	2520(53)	4742(100)
Total	3931(42)	1757(19)	3691(39)	9379(100)

### 2.4.1 Support that was perceived as available, and helpful regarding dealing with morally stressful situations related to involvement in COVID-19 care or not

#### 2.4.1. It was up to me to solve the situation, find own support and come up with own solutions/ideas:

<b>Table 2.4.1</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	1015(23)	1347(31)	1986(46)	4348(100)
Yes	726(16)	1311(29)	2547(56)	4584(100)
Total	1741(19)	2658(30)	4533(51)	8932(100)

#### 2.4.2. Formal support such as workplace support, reflection groups, end-of-shift talks:

<b>Table 2.4.2.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	1559(36)	1337(31)	1438(33)	4334(100)
Yes	1538(34)	1379(30)	1667(36)	4584(100)
Total	3097(35)	2716(30)	3105(35)	8918(100)

#### 2.4.3. Psychologist/therapist, occupational health care, leadership support:

<b>Table 2.4.3.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	1896(44)	1307(30)	1129(26)	4332(100)
Yes	1757(38)	1294(28)	1531(33)	4582(100)
Total	3653(41)	2601(29)	2660(30)	8914(100)

#### 2.4.4. Informal support:

<b>Table 2.4.4.</b>	<i>Frequencies (%)</i>			
COVID-19 care or not	Disagree	Partly agree	Agree	Total
No	555(13)	1023(24)	2748(64)	4326(100)
Yes	318(7)	865(19)	3398(74)	4581(100)
Total	873(10)	1888(21)	6146(69)	8907(100)