Supplementary table A. SSYK codes and titles for human service occupations included in the study in English and Swedish

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| --- | --- | --- |
| **SSYK code** | **Occupation** | **Yrke** |
| 222 | Health professionals (except nursing) | Hälso- och sjukvårdsspecialister |
| 223 | Nursery and midwifery professionals | Barnmorskor; sjuksköterskor med särskild kompetens |
| 232 | Secondary education teaching professionals | Gymnasielärare m.fl. |
| 233 | Primary education teaching professionals | Grundskollärare |
| 234 | Special education teaching professionals | Speciallärare |
| 246 | Religious professionals | Präster |
| 249 | Psychologists, social work and related professionals | Psykologer, socialsekreterare m.fl. |
| 322 | Health associate professionals (except nursing) | Sjukgymnaster, tandhygienister m.fl. |
| 323 | Nursing associate professionals | Sjuksköterskor |
| 331 | Pre-primary education teaching associate professionals | Förskollärare och fritidspedagoger |
| 345 | Police officers and detectives | Poliser |
| 348 | Religious associate professionals | Pastorer |
| 513 | Personal care and related workers | Vård- och omsorgspersonal |
| 2221 | Medical doctors | Läkare |
| 2222 | Dentists | Tandläkare |
| 2225 | Speech therapists | Logopeder |
| 2229 | Health professionals not elsewhere classified | Övriga hälso- och sjukvårdsspecialister |
| 2231 | Midwives | Barnmorskor |
| 2233 | Emergency room nurses | Akutsjuksköterskor m.fl. |
| 2234 | Pediatric nurses | Barnjuksköterskor |
| 2235 | District nurses | Distriktssköterskor |
| 2321 | Teaching professionals, academic subjects | Gymnasielärare i allmäna ämnen |
| 2322 | Vocational teaching professionals | Gymnasielärare i yrkesämnen |
| 2323 | Teaching professionals, artistic and practical subjects | Lärare i estetiska och praktiska ämnen |
| 2330 | Primary education teaching professionals | Grundskollärare |
| 2340 | Special education teaching professionals | Speciallärare |
| 2359 | Teaching professionals not elsewhere classified | Övriga pedagoger med teoretisk specialistkompetens |
| 2460 | Religious professionals | Präster |
| 2491 | Psychologists and related professionals | Psykologer m.fl. |
| 2492 | Social work professionals | Socialsekreterare och kuratorer |
| 3221 | Occupational therapists | Arbetsterapeuter |
| 3223 | Dieticians | Dietister |
| 3225 | Dental hygienists | Tandhygienister |
| 3226 | Physiotherapists and related associate professionals | Sjukgymnaster m.fl. |
| 3229 | Health associate professionals not elsewhere classified | Övriga terapeuter |
| 3231 | Medical care nurses | Sjuksköterskor, medicin/kirurgi |
| 3232 | Operating theatre nurses | Operationssjuksköterskor |
| 3233 | Geriatric nurses | Geriatrikssjuksköterskor |
| 3234 | Psychiatric nurses | Sjuksköterskor, psykiatrisk vård |
| 3235 | Radiology nurses | Röntgensjuksköterskor |
| 3239 | Nursing associate professionals not elsewhere classified | Övriga sjuksköterskor |
| 3310 | Pre-primary education teaching associate professionals | Förskollärare och fritidspedagoger |
| 3450 | Police officers and detectives | Poliser |
| 3461 | Social workers and related associate professionals | Behandlingsassistenter m.fl. |
| 3480 | Religious associate professionals | Pastorer |
| 5131 | Child-care workers | Barnskötare m.fl. |
| 5132 | Assistant nurses and hospital ward assistants | Undersköterskor, sjukvårdsbiträden m.fl. |
| 5133 | Home-based personal care and related workers | Vårdbiträden, personliga assistenter m.fl. |
| 5134 | Attendants, psychiatric care | Skötare och vårdare |
| 5135 | Dental nurses | Tandsköterskor |
| 5139 | Personal care and related workers not elsewhere classified | Övrig vård- och omsorgspersonal |
| 5153 | Prison guards | Kriminalvårdare |

**Supplementary Table B**. Summary of psychosocial work factors and organizational resources, scales, estimates of [reliability](https://en.wikipedia.org/wiki/Reliability_(psychometrics)) and cut-offs

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables and (example) items** | **Scale** | **Cronbach’s α** | **Poor level** |
| **Efforts (3 items)**  E.g. I have constant time pressure due to a heavy work load | 1: Strongly agree  4: Strongly disagree | 0.79 | ≤ 2.7\* |
| **Rewards (7 items)**  E.g. Considering all my efforts and achievements, I receive the acknowledgement I deserve (reversed) | “ | 0.73 | ≤ 2.1\* |
| **Social support (6 items)**  E.g. My colleagues are there for me | “ | 0.86 | ≥ 2.2\* |
| **Work-time control (6 items)**  E.g. To what extent can you influence your work-time considering taking breaks during the workday? | 1: Very little  5: Very much | 0.88 | ≤ 2.0\* |
| **Organizational injustice (6 items)**  E.g. All parties affected by the decision are represented | 1: Strongly agree  5: Strongly disagree | 0.91 | ≥ 3.3\* |
| **Violence or threat of violence**  Have you during the past 6 months been exposed to violence or threat of violence at your work? | 1: Yes, one or several times/week  2: Yes, one or several times/month  3: Yes, at least once during the past 6 months  4: No | n/a | 1-3 |
| **Emotional demands**  Does your work put you in emotionally difficult situations? | 1: Yes, often  2: Yes, sometimes  3: No, rarely  4: No, almost never/Never | n/a | 1 |
| **Human resources**  Are there enough human resources for you to do your job? | “ | n/a | 3+4 |
| **Economic resources**  Are there enough economic resources for you to do your job? | “ | n/a | 3+4 |

\*Defined by a quartile cut