

## ANNEX

**Table 1a Number of invitees versus number of participants across the two patient safety culture surveys**

Status of participation	Status of invitation (Group of invitee)			Total N
	First survey only N (%)	Both surveys N (%)	Second survey only N (%)	
No participation at all	15 (24.2%)	50 (12.8%)	22 (28.2%)	<b>87</b>
First survey only	47 (75.8%) <sup>1</sup>	73 (18.6%) <sup>2</sup>	-	<b>120</b>
Both surveys	-	238 (60.7%) <sup>3</sup>	-	<b>238</b>
Second survey only	-	31 (7.9%) <sup>4</sup>	56 (71.8%) <sup>5</sup>	<b>87</b>
<b>Total (N)</b>	<b>62 (100%)</b>	<b>392 (100%)</b>	<b>78 (100%)</b>	<b>532</b>

<sup>1</sup> Leavers; participating in the first survey, then leaving the department, N=47

<sup>2</sup> Dropouts; invitees in both surveys, but only participating in the first survey, N=73

<sup>3</sup> Stable; participants in both surveys, N=238

<sup>4</sup> Laggards; invitees in both surveys, but only participating in the second survey, N=31

<sup>5</sup> New comers; staff joining the department after the first survey, and participating in the second survey only, N=56

Table 2a Difference in means across the two surveys according to organisational role and gender<sup>1</sup>

Population (size) Patient safety culture dimension	Mean difference <sup>2</sup>	SD	T-value <sup>3</sup>	Df <sup>4</sup>	P-value
<b>Frontline clinicians (N=223)</b>					
Teamwork climate	<b>3.2</b>	<b>17.1</b>	<b>2.8</b>	<b>221</b>	<b>0.01</b>
Safety climate	<b>5.1</b>	<b>17.1</b>	<b>4.4</b>	<b>221</b>	<b>0.00</b>
Job satisfaction	<b>5.2</b>	<b>17.8</b>	<b>4.4</b>	<b>222</b>	<b>0.00</b>
Stress recognition	0.2	19.2	0.2	221	0.85
Perceptions of unit mgmt.	<b>5.6</b>	<b>20.4</b>	<b>4.1</b>	<b>221</b>	<b>0.00</b>
Perceptions of department mgmt.	<b>2.8</b>	<b>17.9</b>	<b>2.3</b>	<b>222</b>	<b>0.02</b>
Working conditions	<b>3.5</b>	<b>22.6</b>	<b>2.3</b>	<b>219</b>	<b>0.02</b>
<b>Leaders (N=15)</b>					
Teamwork climate	1.1	22.5	0.2	14	0.86
Safety climate	0.0	25.7	0.0	14	1.00
Job satisfaction	7.3	29.4	1.0	14	0.35
Stress recognition	<b>12.9</b>	<b>21.7</b>	<b>2.3</b>	<b>14</b>	<b>0.04</b>
Perceptions of unit mgmt.	0.5	16.1	0.1	14	0.91
Perceptions of department mgmt.	2.0	13.6	0.6	14	0.58
Working conditions	1.7	21.2	0.3	14	0.76
<b>Female (N=192)</b>					
Teamwork climate	<b>2.8</b>	<b>17.9</b>	<b>2.2</b>	<b>190</b>	<b>0.03</b>
Safety climate	<b>4.7</b>	<b>17.8</b>	<b>3.7</b>	<b>190</b>	<b>0.00</b>
Job satisfaction	<b>4.8</b>	<b>19.5</b>	<b>3.4</b>	<b>191</b>	<b>0.00</b>
Stress recognition	0.5	19.0	0.3	191	0.74
Perceptions of unit mgmt.	<b>5.7</b>	<b>19.5</b>	<b>4.1</b>	<b>190</b>	<b>0.00</b>
Perceptions of department mgmt.	<b>2.5</b>	<b>16.9</b>	<b>2.0</b>	<b>191</b>	<b>0.05</b>
Working conditions	<b>3.1</b>	<b>22.2</b>	<b>1.9</b>	<b>189</b>	<b>0.06</b>
<b>Male (N=46)</b>					
Teamwork climate	4.0	15.7	1.7	45	0.09
Safety climate	4.9	17.6	1.9	45	0.07
Job satisfaction	<b>7.9</b>	<b>14.3</b>	<b>3.7</b>	<b>45</b>	<b>0.00</b>
Stress recognition	1.2	22.0	0.4	44	0.73
Perceptions of unit mgmt.	3.3	22.7	1.0	45	0.34
Perceptions of department mgmt.	3.9	20.4	1.3	45	0.20
Working conditions	4.7	23.7	1.3	44	0.19

<sup>1</sup> Results in bold are statistical significant at p<0.05

<sup>2</sup> A positive mean difference signifies that the mean of the second survey is higher than the one of the first

<sup>3</sup> Paired sample T-test

<sup>4</sup> Degrees of freedom

Table 3a Difference in means across the two surveys for different professional groups<sup>1</sup>

Population (size) Patient safety culture dimension	Mean difference <sup>2</sup>	SD	T-value <sup>3</sup>	Df <sup>4</sup>	P-value
<b>Doctors (N=23)</b>					
Teamwork climate	1.2	15.9	0.4	22	0.71
Safety climate	5.6	16.1	1.7	22	0.11
Job satisfaction	<b>8.7</b>	<b>13.3</b>	<b>3.2</b>	<b>22</b>	<b>0.00</b>
Stress recognition	7.4	22.5	1.5	21	0.14
Perceptions of unit mgmt.	<b>13.4</b>	<b>24.0</b>	<b>2.7</b>	<b>22</b>	<b>0.01</b>
Perceptions of department mgmt.	4.8	17.6	1.3	22	0.20
Working conditions	2.7	19.3	0.6	21	0.53
<b>Nurses (N=95)</b>					
Teamwork climate	3.0	19.5	1.5	94	0.14
Safety climate	<b>4.6</b>	<b>18.8</b>	<b>2.4</b>	<b>94</b>	<b>0.02</b>
Job satisfaction	3.1	20.6	1.5	94.0	0.1
Stress recognition	1.9	17.9	1.0	94.0	0.3
Perceptions of unit mgmt.	3.3	18.8	1.7	94.0	0.1
Perceptions of department mgmt.	0.6	16.2	0.4	94.0	0.7
Working conditions	<b>4.5</b>	<b>20.3</b>	<b>2.1</b>	<b>94</b>	<b>0.03</b>
<b>Nurse assistants or alike and pedagogues (N=49)</b>					
Teamwork climate	4.2	16.1	1.8	48	0.08
Safety climate	<b>5.5</b>	<b>18.8</b>	<b>2.1</b>	<b>48</b>	<b>0.05</b>
Job satisfaction	<b>8.2</b>	<b>19.3</b>	<b>3.0</b>	<b>48</b>	<b>0.00</b>
Stress recognition	0.9	23.8	0.3	48	0.8
Perceptions of unit mgmt.	<b>5.1</b>	<b>18.0</b>	<b>2.0</b>	<b>48</b>	<b>0.05</b>
Perceptions of department mgmt.	1.4	20.6	0.5	48	0.64
Working conditions	5.7	24.7	1.6	48	0.11
<b>Psychologists, physiotherapists, occupational therapists, music therapists (N=41)</b>					
Teamwork climate	4.2	15.0	1.8	40	0.08
Safety climate	3.0	17.4	1.1	40	0.27
Job satisfaction	<b>6.6</b>	<b>13.3</b>	<b>3.2</b>	<b>40</b>	<b>0.00</b>
Stress recognition	0.9	15.7	0.4	40	0.73
Perceptions of unit mgmt.	2.1	23.4	0.6	40	0.57
Perceptions of department mgmt.	4.2	13.7	1.9	40	0.06
Working conditions	1.5	19.3	0.5	40	0.62
<b>Social workers and secretaries (N=30)</b>					
Teamwork climate	1.3	17.8	0.4	28	0.70
Safety climate	<b>5.9</b>	<b>14.8</b>	<b>2.1</b>	<b>28</b>	<b>0.04</b>
Job satisfaction	3.6	20.7	1.0	29	0.35
Stress recognition	4.4	19.0	1.3	29	0.22
Perceptions of unit mgmt.	<b>10.0</b>	<b>18.6</b>	<b>2.9</b>	<b>28</b>	<b>0.01</b>
Perceptions of department mgmt.	<b>8.0</b>	<b>20.8</b>	<b>2.1</b>	<b>29</b>	<b>0.04</b>
Working conditions	0.9	31.1	0.2	27	0.88

<sup>1</sup> Results in bold are statistical significant at p<0.05

<sup>2</sup> A positive mean difference signifies that the mean of the second survey is higher than the one of the first

<sup>3</sup> Paired sample T-test

<sup>4</sup> Degrees of freedom