

POLICE OFFICERS' WORK-LIFE BALANCE, JOB SATISFACTION AND QUALITY OF LIFE

SUPPLEMENTARY MATERIALS

Table S1. Comparison of previous and new shift schedule over an eight-week period.

Recommendations	Previous shift schedule	New shift schedule
Number of consecutive night shifts (< 3)	1 night shift	2 night shifts
Rest period as long as possible after night shift phase (> 24h)	Yes	Yes
Blocked weekend breaks better than single days off	no free weekend	1 free weekend
Days off per rotation	2 days off (without "sleep-in days")	14 days off (without "sleep-in days")
Forward rotation better than backward rotation	Forward rotation	Forward rotation
Start early shift not before 6:00 a.m.	5:30 a.m.	6:00 a.m.
End night shift as early as possible	5:45 a.m.	6:00 a.m.
Flexibility for the individual worker	No	No
Avoid excessive daily working hours	4 x 12-hour shifts (Sundays only)	14 x 12-hour shifts
Further characteristics of shift schedules	including 40 hours for free shifts	including 39 hours for free shifts
	360 hours including duty instructions and sport	359 hours including duty instructions and sport
	40 duties	35 duties

Note. Recommendations based on German Social Accident Insurance (Paridon et al., 2012, p. 136)¹. Light grey indicates conformity, dark grey indicates non-conformity with recommendation.

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Table S2. Means and standard deviations for work-life balance, job satisfaction and quality of life at all three points of measurement.

Variables	T0 (N = 1151 ¹)				T1 (N = 1122 ²)				T2 (N = 1027 ³)			
	Min	Max	M	SD	Min	Max	M	SD	Min	Max	M	SD
Work-life balance	.000	100.000	48.880	22.023	.000	100.000	52.805	23.967	.000	100.000	61.257	19.884
Job satisfaction	4.714	100.000	60.629	13.009	4.714	100.000	62.360	11.864	.000	100.000	69.439	12.372
Quality of life	.000	100.000	59.846	19.943	.000	100.000	64.436	19.451	.000	100.000	67.929	18.185

Note. ¹T0: Work-life balance $n = 1121$, job satisfaction $n = 1108$, quality of life $n = 1149$. ²T1: Work-life balance $n = 1091$, job satisfaction $n = 1075$, quality of life $n = 1117$. ³T2: Work-life balance $n = 1002$, job satisfaction $n = 989$, quality of life $n = 102$

References

1. Paridon H, Ernst S, Harth V, et al. DGUV Report 1/2012: Schichtarbeit. Rechtslage, gesundheitliche Risiken und Präventionsmöglichkeiten [DGUV Report 1/2012: Shift work. Legal situation, health risks and prevention options] Berlin: Deutsche Gesetzliche Unfallversicherung (DGUV); 2012 [Available from: <https://publikationen.dguv.de/widgets/pdf/download/article/2554> accessed 8 February 2022].