

Supplementary Table 1 – A Respondent Characteristics

	Hospital ownership: Private [%]	Hospital ownership: Public [%]	Female [%]	Male [%]	Age: 31- 40 years [%]	Age: 41- 50 years [%]	Age: 51- 60 years [%]	Age: >60 years [%]	Overall working experience - years [mean]	Working experience in the current organisation - years [mean]
Italy [N. 198]	18%	82%	70%	30%	27%	23%	36%	14%	23.62	15.93
Spain [N. 76]	24%	76%	75%	25%	22%	32%	36%	11%	23.92	15.88
GSA (Germany Switzerland and Austria) [N. 92]	15%	85%	79%	21%	21%	27%	39%	13%	24.57	16.70
Middle East & African settings [N. 26]	27%	73%	52%	48%	50%	46%	4%	0%	15.38	9.12
France [N. 20]	30%	70%	70%	30%	35%	30%	30%	5%	17.50	10.60
UK-I [N. 24]	8%	92%	79%	21%	29%	33%	21%	17%	21.88	13.00
Belgium & Netherlands [N. 17]	65%	35%	71%	29%	24%	24%	29%	24%	19.24	14.88
Nordics (Finland, Sweden & Denmark) [N. 6]	17%	83%	50%	50%	17%	0%	67%	17%	29.00	13.00
Total [449]	21%	79%	71%	29%	26%	27%	34%	13%	22.86	15.20

Supplementary Table 2 – Perceived psychological and professional engagement, across working departments

	Working Department	Average Value	p-value*
Individual Safety	Pharmacy	3.59±0.102	0.772
	Diagnostic Laboratory	3.53±0.125	
	Ward	3.51±0.051	
	<i>Total sample</i>	3.53±0.043	
Team Respect	Pharmacy	3.48±0.097	0.905
	Diagnostic Laboratory	3.52±0.118	
	Ward	3.52±0.047	
	<i>Total sample</i>	3.51±0.040	
Team Learning	Pharmacy	3.42±0.092	0.986
	Diagnostic Laboratory	3.41±0.123	
	Ward	3.43±0.053	
	<i>Total sample</i>	3.42±0.043	
Psychological Safety_Overall	Pharmacy	3.50±0.089	0.996
	Diagnostic Laboratory	3.48±0.116	
	Ward	3.49±0.046	
	<i>Total sample</i>	3.49±0.039	
Professional Engagement_Overall	Pharmacy	3.50±0.090	0.440
	Diagnostic Laboratory	3.55±0.102	
	Ward	3.42±0.047	
	<i>Total sample</i>	3.45±0.039	

* Statistical significance was set at $p < 0.05$

Supplementary Table 3 – Perceived physical safety, across working departments

	Working Department	Average Value	p-value*
Potential exposure to radiation	Pharmacy	4.04±0.088	0.036
	Diagnostic Laboratory	4.14±0.078	
	Ward	3.88±0.049	
	<i>Total sample</i>	3.94±0.039	
Potential exposure to hazardous chemicals	Pharmacy	3.84±0.101	0.356
	Diagnostic Laboratory	4.03±0.106	
	Ward	3.98±0.052	
	<i>Total sample</i>	3.96±0.043	
Potential exposure to occupational infections	Pharmacy	4.18±0.106	0.082
	Diagnostic Laboratory	4.43±0.09	
	Ward	4.16±0.05	
	<i>Total sample</i>	4.2±0.041	
Environmental health hazards	Pharmacy	3.54±0.115	0.230
	Diagnostic Laboratory	3.79±0.109	
	Ward	3.66±0.049	
	<i>Total sample</i>	3.66±0.042	
Patients' handling	Pharmacy	3.8±0.12	0.279
	Diagnostic Laboratory	4.05±0.11	
	Ward	3.84±0.058	
	<i>Total sample</i>	3.86±0.047	
Occupational injuries	Pharmacy	3.79±0.109	0.521
	Diagnostic Laboratory	3.81±0.101	
	Ward	3.69±0.052	
	<i>Total sample</i>	3.73±0.043	
Colleagues' aggression	Pharmacy	3.46±0.117	0.001
	Diagnostic Laboratory	3.44±0.117	
	Ward	3.02±0.058	
	<i>Total sample</i>	3.16±0.049	
Patients' aggression	Pharmacy	3.43±0.129	0.159
	Diagnostic Laboratory	3.57±0.123	
	Ward	3.66±0.055	
	<i>Total sample</i>	3.61±0.047	

* Statistical significance was set at $p < 0.05$