

Supplementary Table 1. Summary of study variables, measures and example survey questions

<i>Variables</i>	<i>Measure</i>	<i>Example questions</i>
<i>Demographics</i>	Gender	What is your gender?
	Age group (years)	How old are you?
<i>Officiating</i>	Relationship status	What is your marital status?
	Highest level of education	What is your highest level of education?
	Sport(s) officiated	What sport/s do you officiate in?
	Current officiating role	What is your current role in [sport]?
	Level of competition officiated (for each sport)	What level of competition do you usually officiate [sport] in?
	Age groups usually officiated	What age group/s do you usually officiate?
	Gender usually officiated	What group/s do you usually officiate?
	Nature of paid engagement	What is the nature of your officiating?
Officiating experience (years)	How many years have you been an official for?	
<i>Workload</i>	Areas of Worklife Scale (AWS) – Workload Scale	I work intensely for prolonged periods of time. I have enough time to do what is important.
<i>Control</i>	Areas of Worklife Scale (AWS) – Control Scale	I can influence management to obtain equipment and space I need. I have professional autonomy / independence
<i>Negative Emotional Symptoms</i>	Derived from Depression, Anxiety and Stress Scale (DASS-21) - Depression scale - Anxiety scale - Stress scale	I couldn't seem to experience any positive feelings at all. I felt like I had nothing to look forward to. I was aware of dryness in my mouth. I experienced breathing difficulty. I found it hard to wind down. I tended to over-react to situations.
<i>Psychological Wellbeing</i>	Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) – total score items	I've been feeling relaxed. I've been feeling good about myself.