

Supplementary Table S1. Conventional and multilevel logistic regression results on presenteeism frequency amongst nurses for individual and hospital level characteristics

	Generalized estimating equation (GEE) regression Adjusted OR (95% CI) ^{a,b,c}	Conventional Logistic Regression Adjusted OR (95% CI) ^b
Intercept	3.03** (1.96, 4.68)	3.03** (1.94, 4.72)
Hospital-level risk factors		
Occupancy Z score	1.19** (1.05, 1.35)	1.18 (0.98, 1.42)
Hospital		
H1	-	1.19 (0.84, 1.67)
H2	-	0.83 (0.61, 1.14)
H3	-	1
Nurse Characteristics covariates		
Age Group		
≤30	1	1
31-40	1.82** (1.37, 2.41)	1.84** (1.39, 2.44)
41-50	1.46* (1.09, 1.95)	1.43* (1.08, 1.91)
≥51	1.50* (1.02, 2.21)	1.48* (1.01, 2.16)
Rank		
Junior staff (EN)	1.07 (0.67, 1.71)	1.08 (0.68, 1.70)
Junior staff (RN)	1	1
Middle management (APN/NC)	0.68** (0.51, 0.89)	0.68** (0.52, 0.89)
Working Schedule		
Regular schedule (9am-5pm)	1.42 (0.98, 2.05)	1.44 (1.00, 2.07)
Shift schedule	1	1
Main working location		
A&E	0.99 (0.66, 1.48)	1.00 (0.67, 1.50)
Medicine ^d	1	1
Surgery ^e	1.04 (0.85, 1.29)	1.02 (0.83, 1.25)
Health		
Poor (score: 1,2)	1	1
Normal (score 3)	0.45** (0.35, 0.58)	0.45** (0.35, 0.58)
Good (score: 4,5)	0.26** (0.20, 0.33)	0.26** (0.20, 0.33)
Sick leave	1.08* (1.00, 1.17)	1.12* (1.03, 1.23)

* p<0.050, **p<0.001

^a Nurses who are in senior management or mainly work at GOPC/SOPC or other departments (administration, management, residential care, public health, rehabilitation, occupational health, community nursing, mental health, psychiatry, addiction treatment and others) were excluded in the analysis so to measure the effect of workload on presenteeism amongst inpatient ward nurses only

^b model adjusted for hospital, age, rank, shift, health, primary working function and sick leave

^c Corrected for small-sample bias

^d Medicine – includes medicine, geriatrics, pediatrics and intensive care unit (ICU)

^e Surgery – includes surgery, obstetrics, gynecology and operation theatre

Note: GOPC: General out-patient clinics; SOPC: Specialist Outpatient Clinic; OR: Odds ratio; CI: confidence interval.