

## SUPPLEMENTAL MATERIAL

**Table S1: Survey items and sources**

| Category                   | Question  | Response / scoring  | Source |
|----------------------------|---|---|--------|
| Occupation                 | Are you a healthcare worker currently working in Victoria, Australia? | <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>   |        |
| Occupation                 | What is your primary professional role?                               | <ul style="list-style-type: none"> <li>• Nurse (e.g. nurse educator, midwife, registered nurse, enrolled nurse)</li> <li>• Medical doctor (e.g. General Practitioner, non-GP medical specialist, visiting medical officer, intern, hospital medical officer, GP registrar)</li> <li>• Pharmacist</li> <li>• Allied health professional (e.g. physiotherapist, occupational therapist)</li> <li>• Personal service worker (e.g. dental hygienist, Aboriginal and/or Torres Strait Islander health worker, massage therapist, nursing support, personal care worker)</li> <li>• Ambulance staff or paramedic</li> <li>• Other health professional (e.g. dentist, psychologist, radiographer, medical scientist, medical technician, radiation therapist)</li> <li>• Other (please specify) [open text]</li> </ul> |        |
| Occupation                 | In which setting do you predominantly work?                           | <ul style="list-style-type: none"> <li>• Hospital</li> <li>• Community</li> <li>• Residential aged or disability care facility</li> <li>• Other (please specify) [open text]</li> </ul>   |        |
| COVID-19 testing           | Have you ever been tested for COVID-19?                               | <ul style="list-style-type: none"> <li>• No</li> <li>• Yes</li> </ul>   |        |
| Perceived risk of COVID-19 | How concerned are you about getting COVID-19?                         | <ul style="list-style-type: none"> <li>• Not at all concerned</li> <li>• A little concerned</li> <li>• Moderately concerned</li> <li>• Very concerned</li> </ul>  | BeSD   |

|                            |  |  |      |
|----------------------------|--|--|------|
| Perceived risk of COVID-19 | How concerned are you about your patients or residents getting COVID-19 from you?  | <ul style="list-style-type: none"> <li>• Not at all concerned</li> <li>• A little concerned</li> <li>• Moderately concerned</li> <li>• Very concerned</li> </ul>   | BeSD |
| Vaccine beliefs            | How much do you trust the new COVID-19 vaccines?   | <ul style="list-style-type: none"> <li>• Not at all</li> <li>• A little</li> <li>• Moderately</li> <li>• Very much</li> </ul>  | BeSD |
| Vaccine beliefs            | How important do you think getting a COVID-19 vaccine will be for your health?   | <ul style="list-style-type: none"> <li>• Not at all important</li> <li>• A little important</li> <li>• Moderately important</li> <li>• Very important</li> </ul>   | BeSD |
| Vaccine beliefs            | How much do you think getting a COVID-19 vaccine for yourself will protect other people in your community from COVID-19? | <ul style="list-style-type: none"> <li>• Not at all</li> <li>• A little</li> <li>• Moderately</li> <li>• Very much</li> </ul>  | BeSD |
| Vaccine beliefs            | How safe do you think a COVID-19 vaccine will be for you?  | <ul style="list-style-type: none"> <li>• Not at all safe</li> <li>• A little safe</li> <li>• Moderately safe</li> <li>• Very safe</li> </ul>   | BeSD |
| Vaccine beliefs            | How concerned are you that a COVID-19 vaccine could cause you to have a serious reaction? Would you say...               | <ul style="list-style-type: none"> <li>• Not at all concerned</li> <li>• A little concerned</li> <li>• Moderately concerned</li> <li>• Very concerned</li> </ul>   | BeSD |
| Vaccine intention          | If a COVID-19 vaccine were recommended for you, would you get it?  | <ul style="list-style-type: none"> <li>• No [Sub-question A.1]</li> <li>• Yes</li> <li>• Not sure [Sub-question A.1]</li> </ul>  | BeSD |
| Vaccine concerns           | [Sub-question A.1]<br>If no or unsure, what are your reasons for your decision (tick all that apply)                     | <ul style="list-style-type: none"> <li>• I don't believe I'm at risk</li> <li>• I am concerned about minor side effects</li> <li>• I am concerned about serious reactions</li> <li>• I am concerned that the vaccines haven't been tested enough for safety</li> </ul> |      |

|                       |  |  |                   |
|-----------------------|--|--|-------------------|
|                       |  | <ul style="list-style-type: none"> <li>• I am concerned about the potential long-term effects of the vaccine</li> <li>• I am concerned about safety in pregnancy</li> <li>• I am concerned about safety whilst breastfeeding</li> <li>• I am concerned about pain from the needle</li> <li>• I have had a reaction to a vaccine in the past</li> <li>• I am concerned about needing to take time off work</li> <li>• I am concerned that the vaccine won't work well enough</li> <li>• Other [open text]</li> </ul>          |                   |
| Perceived convenience | How convenient do you think it will be for you to get a COVID-19 vaccine?  | <ul style="list-style-type: none"> <li>• Not at all convenient [Sub-question B.1]</li> <li>• A little convenient [Sub-question B.1]</li> <li>• Moderately convenient [Sub-question B.1]</li> <li>• Very convenient</li> </ul>  | Adapted from BeSD |
| Perceived convenience | [Sub-question B.1]<br>If not at all/a little/moderately convenient, what do you think will make it hard for you to get a COVID-19 vaccine? (tick all that apply) | <ul style="list-style-type: none"> <li>• Knowing which vaccine priority group I am in (e.g. Phase 1a, Phase 1b etc)</li> <li>• Knowing where to go to get the vaccine</li> <li>• Organising a vaccine appointment at a time that suits me</li> <li>• Travelling to a location where I can get a vaccine</li> <li>• Waiting a long time at the location</li> <li>• Taking time off work</li> <li>• Managing carer or family responsibilities (childcare etc)</li> <li>• Something else, please specify [open text]</li> </ul> |                   |
| Vaccine requirements  | Do you think COVID-19 vaccines should be mandated for healthcare workers?  | <ul style="list-style-type: none"> <li>• No</li> <li>• Yes, for all healthcare workers</li> <li>• Yes, for healthcare workers in high-risk settings only (e.g. ICU, ED, residential aged care)</li> <li>• Not sure</li> </ul>  |                   |
| Vaccine requirements  | If your employer requires you to get a COVID-19 vaccine, will this make you more likely to get it?   | <ul style="list-style-type: none"> <li>• No</li> <li>• Yes</li> <li>• Not sure</li> </ul>  |                   |
| Preferred location    | Where would you prefer to get a COVID-19 vaccine?  | <ul style="list-style-type: none"> <li>• Hospital</li> <li>• General practice</li> <li>• Pharmacy</li> </ul>   | Adapted from BeSD |

|  |  |  |  |
|--|--|--|--|
|  |  | <ul style="list-style-type: none"> <li>• Community centre, meeting hall, or local shop</li> <li>• Large public space (e.g. conference centre, stadium)</li> <li>• Council clinic</li> <li>• Place of worship</li> <li>• Residential aged care or disability care facility</li> <li>• Somewhere else, please specify [open text]</li> <li>• n/a</li> </ul>  |  |
| Factors influencing the decision           | Which of the following factors might influence your decision about getting the COVID-19 vaccine? (tick all that apply) | <ul style="list-style-type: none"> <li>• Brand of vaccine offered [Sub-questions C.1, C.2]</li> <li>• Country where the vaccine was manufactured [Sub-question C.3]</li> <li>• Information about the vaccine approval process</li> <li>• The reported efficacy of the vaccine from clinical trials</li> <li>• The reported safety of the vaccine from clinical trials</li> <li>• Seeing how people who have been vaccinated overseas have reacted to the vaccine</li> <li>• If the vaccine is recommended by my professional society (e.g. Royal Australian College of General Practitioners, Australian Primary Health Care Nurse Association, Pharmaceutical Society of Australia)</li> <li>• If the vaccine is available at my workplace</li> <li>• If the vaccine is required to travel overseas</li> <li>• Other [open text]</li> </ul> |  |
| Factors influencing the decision           | [Sub-question C.1]<br>If yes, which brand would you prefer?  | <ul style="list-style-type: none"> <li>• Pfizer</li> <li>• Oxford/AstraZeneca</li> <li>• Novavax</li> <li>• Other COVID-19 vaccines purchased through COVAX facility, such as Moderna</li> </ul>   |  |
| Perceived factors influencing the decision | [Sub-question C.2]<br>If you can't get your brand of choice, would you be willing to get another brand?                | <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> <li>• Not sure</li> </ul>  |  |
| Perceived factors influencing the decision | [Sub-question C.3]<br>If yes, which country would you prefer?  | <ul style="list-style-type: none"> <li>• Made in Australia</li> <li>• Made in the USA</li> <li>• Made in Europe/UK</li> <li>• Made in Russia</li> </ul>  |  |

|                                     |   |  |  |
|-------------------------------------|---|--|--|
|                                     |   | <ul style="list-style-type: none"> <li>Made in another country [open text]</li> </ul>  |  |
| Information about COVID-19 vaccines | For each of the following topics on COVID-19 vaccines, do you feel you have enough information? |  |  |
| Information about COVID-19 vaccines | How the COVID vaccines work   | <ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Unsure</li> </ul>  |  |
| Information about COVID-19 vaccines | How effective the COVID vaccines are  | <ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Unsure</li> </ul>  |  |
| Information about COVID-19 vaccines | How safe the COVID vaccines are   | <ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Unsure</li> </ul>  |  |
| Information about COVID-19 vaccines | The vaccine side effects  | <ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Unsure</li> </ul>  |  |
| Information about COVID-19 vaccines | The COVID vaccine recommendations (e.g. number of doses, spacing)                               | <ul style="list-style-type: none"> <li>Yes</li> <li>No</li> <li>Unsure</li> </ul>  |  |
| Communication preferences           | How do you prefer to receive COVID-19 vaccine information? (tick your top two)                  | <ul style="list-style-type: none"> <li>Television [Sub-question D.1]</li> <li>Radio [Sub-question D.2]</li> <li>Government website or sources</li> <li>Other website [open text]</li> <li>Newspapers (online and print)</li> <li>Academic journals</li> <li>Printed materials</li> <li>Social media [Sub-question D.3]</li> <li>Hotline to ring for information</li> <li>Discussion with my healthcare provider</li> </ul> |  |

|                           |   |  |  |
|---------------------------|---|--|--|
|                           |   | <ul style="list-style-type: none"> <li>• Family or friends</li> <li>• Other [open text]</li> </ul>   |  |
| Communication preferences | [Sub-question D.1]<br>Television  | <ul style="list-style-type: none"> <li>• Community/public</li> <li>• Commercial</li> </ul>   |  |
| Communication preferences | [Sub-question D.2]<br>Radio   | <ul style="list-style-type: none"> <li>• Community/public</li> <li>• Commercial</li> </ul>   |  |
| Communication preferences | [Sub-question D.3]<br>Social media  | <ul style="list-style-type: none"> <li>• Facebook</li> <li>• Twitter</li> <li>• WhatsApp</li> <li>• WeChat</li> <li>• Other [open text]</li> </ul>   |  |
| Communication preferences | Who do you trust most to provide you with information about the COVID-19 vaccine? (tick your top two)     | <ul style="list-style-type: none"> <li>• Scientists or researchers</li> <li>• Medical professionals</li> <li>• My primary healthcare provider</li> <li>• Commonwealth Government representative</li> <li>• State Government representative</li> <li>• Celebrities or online influencers</li> <li>• Community leaders</li> <li>• Religious leaders</li> <li>• Family or friends</li> <li>• Other [open text]</li> </ul> |  |
| Communication preferences | Who would you prefer to inform you about the timing and location of your vaccination? (tick your top two) | <ul style="list-style-type: none"> <li>• Commonwealth Government representative</li> <li>• State Government representative</li> <li>• My local council</li> <li>• My primary healthcare provider</li> <li>• My employer</li> <li>• My union or professional body</li> <li>• Community health worker</li> <li>• Local hospital infectious disease or immunisation department</li> </ul>                                 |  |
| Communication preferences | Please select the resources you think would be most helpful to support you                                | <ul style="list-style-type: none"> <li>• Printed information for patients</li> <li>• Online information for patients</li> </ul>  |  |

|                        |  |   |      |
|------------------------|--|---|------|
|                        | discussing, recommending and/or delivering COVID-19 vaccines to eligible patients? (tick all that apply) | <ul style="list-style-type: none"> <li>• Training modules providing strategies for difficult discussions about COVID-19 vaccines e.g. guidance on speaking with a vaccine hesitant patient</li> <li>• Resources to support informed consent</li> <li>• Telephone hotline offering COVID-19 vaccine information for healthcare providers</li> <li>• Other [open text]</li> </ul> |      |
| Vaccine recommendation | Would you recommend COVID-19 vaccination to eligible patients or residents?                              | <ul style="list-style-type: none"> <li>• No</li> <li>• Yes</li> <li>• Not sure [Sub-question E.1]</li> </ul>  | BeSD |
|                        | [Sub-question E.1]<br>If no or unsure, why not?  | Open text   |      |
| Demographics           | What is your age group?  | <ul style="list-style-type: none"> <li>• 18 - 29</li> <li>• 30 - 39</li> <li>• 40 – 49</li> <li>• 50 - 59</li> <li>• 60 - 69</li> <li>• 70 – 79</li> <li>• 80+</li> </ul>   |      |
| Demographics           | What is your gender?   | <ul style="list-style-type: none"> <li>• Woman</li> <li>• Man</li> <li>• Non-binary or gender fluid</li> <li>• Prefer not to say</li> </ul>   |      |
| Demographics           | What is your country of birth?   | Drop-down menu of countries   |      |
| Demographics           | Do you speak a language other than English at home most of the time?                                     | <ul style="list-style-type: none"> <li>• No</li> <li>• Yes [Sub-question F.1]</li> </ul>  |      |
| Demographics           | [Sub-question F.1]<br>If yes, what language?   | Open text   |      |
| Demographics           | Are you of Aboriginal or Torres Strait Islander origin?  | <ul style="list-style-type: none"> <li>• No</li> <li>• Yes</li> <li>• Prefer not to say</li> </ul>  |      |

|               |   |  |  |
|---------------|---|--|--|
| Demographics  | What is the postcode where you live?  | Open text  |  |
| Employment    | Which of the following best describes your current employment?              | <ul style="list-style-type: none"> <li>• Full-time [Sub-question G.1]</li> <li>• Part-time [Sub-question G.1]</li> <li>• Other (please specify) [open text]</li> </ul>   |  |
| Employment    | [Sub-question G.1]<br>Full-time OR part-time                                | <ul style="list-style-type: none"> <li>• Casual</li> <li>• Fixed term contract</li> <li>• Continuing position</li> <li>• Self-employed/contractor</li> </ul>   |  |
| Employment    | How many years of experience do you have in your current profession?        | Open text  |  |
| Comorbidities | Do you currently have any of the following conditions (tick all that apply) | <ul style="list-style-type: none"> <li>• Cardiovascular disease (e.g. Heart disease, history of heart attack or stroke)</li> <li>• Respiratory disease or chronic respiratory condition (e.g. severe asthma, COPD, emphysema, other lung disease)</li> <li>• Chronic neurological conditions (e.g. multiple sclerosis, spinal cord injuries, seizure disorders)</li> <li>• Cancer or history of cancer</li> <li>• Diabetes (type 1 or type 2)</li> <li>• Autoimmune disease (e.g. lupus, multiple sclerosis, rheumatoid arthritis, psoriasis, Crohn's disease, inflammatory bowel disease)</li> <li>• Immunocompromising condition (e.g. HIV, cancer, transplantation, regular steroid use)</li> <li>• Chronic kidney disease</li> <li>• Chronic liver disease</li> <li>• Other, please specify [open text]</li> <li>• Prefer not to say</li> <li>• None of the above</li> </ul> |  |

**Table S2: Factors influencing the decision, by total sample**



|   | Would get the COVID-19 vaccine?<br>Yes, % (n) | Risk<br>difference <sup>#</sup> | 95% CI       |  | p-value |
|---|---|---------------------------------|--------------|--|---------|
| The reported safety of the vaccine from clinical trials   |   |                                 |              |  |         |
| No  | 71.0 (590/831)                                |                                 |              |  |         |
| Yes   | 80.4 (1804/2243)                              | 6.1                             | 2.7 to 9.6   |  | <0.001  |
| The reported efficacy of the vaccine from clinical trials |   |                                 |              |  |         |
| No  | 68.5 (619/904)                                |                                 |              |  |         |
| Yes   | 81.8 (1775/2170)                              | 9.7                             | 6.3 to 13.2  |  | <0.001  |
| Seeing how people overseas have reacted to the vaccine    |   |                                 |              |  |         |
| No  | 79.0 (1079/1366)                              |                                 |              |  |         |
| Yes   | 77.0 (1315/1708)                              | -2.6                            | -5.5 to 0.2  |  | 0.066   |
| If the vaccine is recommended by my professional society  |   |                                 |              |  |         |
| No  | 66.7 (1024/1536)                              |                                 |              |  |         |
| Yes   | 89.1 (1370/1538)                              | 17.5                            | 14.7 to 20.4 |  | <0.001  |
| If the vaccine is available at my workplace               |   |                                 |              |  |         |
| No  | 65.3 (1081/1655)                              |                                 |              |  |         |
| Yes   | 92.5 (1313/1419)                              | 20.9                            | 18.3 to 23.5 |  | <0.001  |
| Information about the vaccine approval process            |   |                                 |              |  |         |
| No  | 77.0 (1309/1700)                              |                                 |              |  |         |
| Yes   | 79.0 (1085/1374)                              | 1.1                             | -1.6 to 4.0  |  | 0.422   |
| If the vaccine is required to travel overseas             |   |                                 |              |  |         |
| No  | 74.0 (1370/1852)                              |                                 |              |  |         |
| Yes   | 83.8 (1024/1222)                              | 7.5                             | 4.9 to 10.1  |  | <0.001  |
| Brand of vaccine offered                                  |   |                                 |              |  |         |
| No  | 77.7 (1681/2164)                              |                                 |              |  |         |
| Yes   | 78.4 (713/910)                                | -2.0                            | -5.1 to 1.1  |  | 0.206   |
| Country where the vaccine was manufactured                |   |                                 |              |  |         |
| No  | 78.7 (1896/2410)                              |                                 |              |  |         |
| Yes   | 75.0 (498/664)                                | -3.2                            | -6.8 to 0.3  |  | 0.075   |

<sup>#</sup> Comparison between intention to accept COVID-19 vaccine was estimated using binary regression adjusting for age, sex, Culturally and linguistically diverse, employment status and regionality.

**Table S3: All descriptive analyses**

|   | Hospital         | Primary        | Aged Care      | Total            |
|---|------------------|----------------|----------------|------------------|
|   | N=1811           | N=898          | N=365          | N=3074           |
|   | % (n/N)          | % (n/N)        | % (n/N)        | % (n/N)          |
| Would you recommend COVID-19 vaccination to eligible patients |                  |                |                |                  |
| Yes   | 80.3 (1412/1759) | 85.7 (749/874) | 65.2 (227/348) | 80.1 (2388/2981) |
| Perceived influences on COVID vaccine decision                |                  |                |                |                  |
| The reported safety of the vaccine from clinical trials       | 73.7 (1334/1811) | 74.9 (673/898) | 64.7 (236/365) | 73.0 (2243/3074) |
| The reported efficacy of the vaccine from clinical trials     | 71.1 (1287/1811) | 74.3 (667/898) | 59.2 (216/365) | 70.6 (2170/3074) |
| Seeing how people overseas have reacted to the vaccine        | 56.3 (1019/1811) | 56.8 (510/898) | 49.0 (179/365) | 55.6 (1708/3074) |
| If the vaccine is recommended by my professional society      | 49.6 (898/1811)  | 53.9 (484/898) | 42.7 (156/365) | 50.0 (1538/3074) |
| If the vaccine is available at my workplace                   | 50.6 (917/1811)  | 40.8 (366/898) | 37.3 (136/365) | 46.2 (1419/3074) |
| Information about the vaccine approval process                | 46.1 (834/1811)  | 43.7 (392/898) | 40.5 (148/365) | 44.7 (1374/3074) |
| If the vaccine is required to travel overseas                 | 41.1 (745/1811)  | 40.2 (361/898) | 31.8 (116/365) | 39.8 (1222/3074) |
| Brand of vaccine offered                                      | 29.5 (535/1811)  | 30.2 (271/898) | 28.5 (104/365) | 29.6 (910/3074)  |
| Country where the vaccine was manufactured                    | 20.5 (372/1811)  | 23.1 (207/898) | 23.3 (85/365)  | 21.6 (664/3074)  |
| Concerns for those not intending to get a COVID vaccine       | N=415            | N=143          | N=122          | N=699            |
| I do not believe I am at risk                                 | 10.6 (44/415)    | 18.9 (27/143)  | 11.5 (14/122)  | 12.5 (85/680)    |
| I am concerned about minor side effects                       | 19.8 (82/415)    | 18.2 (26/143)  | 23.0 (28/122)  | 20.0 (136/680)   |
| I am concerned about serious reactions                        | 50.8 (211/415)   | 47.6 (68/143)  | 52.5 (64/122)  | 50.4 (343/680)   |
| I am concerned that the vaccines haven't been tested enough   | 73.5 (305/415)   | 67.1 (96/143)  | 78.7 (96/122)  | 73.1 (497/680)   |
| I am concerned about the potential long-term effects of the   | 68.4 (284/415)   | 35.7 (51/143)  | 72.1 (88/122)  | 62.2 (423/680)   |
| I am concerned about safety in pregnancy                      | 28.9 (120/415)   | 25.2 (36/143)  | 13.9 (17/122)  | 25.4 (173/680)   |
| I am concerned about safety whilst breastfeeding              | 12.5 (52/415)    | 13.3 (19/143)  | 4.9 (6/122)    | 11.3 (77/680)    |
| I am concerned about pain from the needle                     | 0.7 (3/415)      | 0.7 (1/143)    | 0.0 (0/122)    | 0.6 (4/680)      |
| I have had a reaction to a vaccine in the past                | 12.0 (50/415)    | 8.4 (12/143)   | 12.3 (15/122)  | 11.3 (77/680)    |
| I am concerned about needing to take time off work            | 8.7 (36/415)     | 6.3 (9/143)    | 13.9 (17/122)  | 9.1 (62/680)     |
| I am concerned that the vaccine won't work well enough        | 29.2 (121/415)   | 37.1 (53/143)  | 36.1 (44/122)  | 32.1 (218/680)   |
| Other   | 10.1 (42/415)    | 13.3 (19/143)  | 8.2 (10/122)   | 10.4 (71/680)    |

|  |                  |                |                |                  |
|--|------------------|----------------|----------------|------------------|
| Perceived risks of COVID-19  |                  |                |                |                  |
| Concerned about getting COVID-19   |                  |                |                |                  |
| Very / Moderately  | 41.9 (757/1807)  | 41.8 (375/897) | 42.5 (155/365) | 41.9 (1287/3069) |
| Concerned about your patients or residents getting COVID-19 from you                       |                  |                |                |                  |
| Very / Moderately  | 49.3 (891/1808)  | 50.9 (456/895) | 59.2 (215/363) | 50.9 (1562/3066) |
| Beliefs  |                  |                |                |                  |
| Trust the new COVID-19 vaccines (very/moderately)  |                  |                |                |                  |
| Very/moderately  | 76.3 (1378/1806) | 84.7 (758/895) | 65.1 (237/364) | 77.4 (2373/3065) |
| Think getting a COVID-19 vaccine will be important for your health                         |                  |                |                |                  |
| Very/moderately  | 80.7 (1450/1796) | 84.8 (759/895) | 69.1 (250/362) | 80.5 (2459/3053) |
| Think getting a COVID-19 vaccine will protect other people in your community from COVID-19 |                  |                |                |                  |
| Very/moderately  | 83.7 (1504/1796) | 86.8 (770/887) | 72.4 (262/362) | 83.3 (2536/3045) |
| Think a COVID-19 vaccine will be safe for you  |                  |                |                |                  |
| Very/moderately  | 75.7 (1361/1797) | 83.8 (746/890) | 68.0 (246/362) | 77.2 (2353/3049) |
| Concerned that a COVID-19 vaccine could cause you to have a serious reaction               |                  |                |                |                  |
| Very/moderately  | 35.9 (647/1801)  | 28.0 (250/892) | 52.6 (191/363) | 35.6 (1088/3056) |
| Sufficient information about ...   |                  |                |                |                  |
| How the COVID vaccines work  | 53.3 (953/1789)  | 60.2 (536/891) | 49.6 (180/363) | 54.8 (1669/3043) |
| How effective the COVID vaccines are   | 50.7 (905/1784)  | 58.1 (517/890) | 39.4 (143/363) | 51.5 (1565/3037) |
| How safe the COVID vaccines are  | 48.7 (869/1785)  | 53.7 (477/888) | 37.4 (135/361) | 48.8 (1481/3034) |
| The vaccine side effects   | 42.5 (749/1764)  | 46.1 (408/885) | 37.8 (136/360) | 43.0 (1293/3009) |
| The vaccine recommendations  | 58.8 (1048/1783) | 61.0 (539/884) | 57.1 (204/357) | 59.2 (1791/3024) |
| <i>Totally informed (yes to all 5)</i>   | 25.8 (462/1790)  | 30.2 (269/892) | 27.0 (98/363)  | 27.2 (829/3045)  |
| Perceived convenience of getting a COVID-19 vaccine  |                  |                |                |                  |
| Very/moderately  | 84.4 (1519/1800) | 79.2 (708/894) | 76.2 (276/362) | 81.9 (2503/3056) |
| Challenges for those perceiving vaccination as less than very convenient                   |                  |                |                |                  |

|   |                  |                |                |                  |
|---|------------------|----------------|----------------|------------------|
| Knowing which vaccine priority group I am in                          | 32.9 (297/903)   | 26.4 (151/571) | 21.0 (48/229)  | 29.1 (496/1703)  |
| Knowing where to go to get the vaccine                                | 21.4 (193/903)   | 30.8 (176/571) | 21.8 (50/229)  | 24.6 (419/1703)  |
| Organising a vaccine appointment at a time that suits me              | 44.6 (403/903)   | 48.5 (277/571) | 34.1 (78/229)  | 44.5 (758/1703)  |
| Travelling to a location where I can get a vaccine                    | 25.6 (231/903)   | 32.2 (184/571) | 27.5 (63/229)  | 28.1 (478/1703)  |
| Waiting a long time at the location                                   | 30.6 (276/903)   | 40.5 (231/571) | 23.6 (54/229)  | 32.9 (561/1703)  |
| Taking time off work  | 19.7 (178/903)   | 25.9 (148/571) | 13.5 (31/229)  | 21.0 (357/1703)  |
| Managing carer or family responsibilities                             | 13.3 (120/903)   | 12.4 (71/571)  | 14.8 (34/229)  | 13.2 (225/1703)  |
| Something else  | 11.2 (101/903)   | 7.2 (41/571)   | 16.2 (37/229)  | 10.5 (179/1703)  |
| Think COVID-19 vaccines should be mandated for all healthcare workers |                  |                |                |                  |
| Yes for all   | 50.2 (907/1806)  | 54.2 (484/893) | 42.3 (153/362) | 50.4 (1544/3061) |
| Will be more likely to get a COVID-19 vaccine if required by employer |                  |                |                |                  |
| Yes   | 55.9 (1009/1804) | 57.9 (515/890) | 63.2 (230/364) | 57.4 (1754/3058) |
| Preferred place to get a COVID-19 vaccine                             |                  |                |                |                  |
| Hospital  | 85.6 (1550/1811) | 46.8 (420/898) | 29.3 (107/365) | 67.6 (2077/3074) |
| General practice  | 33.1 (600/1811)  | 64.1 (576/898) | 34.2 (125/365) | 42.3 (1301/3074) |
| Pharmacy  | 15.1 (274/1811)  | 24.5 (220/898) | 9.0 (33/365)   | 17.1 (527/3074)  |
| Community centre, meeting hall, or local shop                         | 10.4 (188/1811)  | 21.4 (192/898) | 4.9 (18/365)   | 12.9 (398/3074)  |
| Large public space (e.g. conference centre, stadium)                  | 12.0 (218/1811)  | 18.6 (167/898) | 6.6 (24/365)   | 13.3 (409/3074)  |
| Council clinic  | 13.7 (249/1811)  | 27.5 (247/898) | 9.9 (36/365)   | 17.3 (532/3074)  |
| Place of worship  | 1.7 (30/1811)    | 3.3 (30/898)   | 2.5 (9/365)    | 2.2 (69/3074)    |
| Residential aged care or disability care facility                     | 3.0 (55/1811)    | 3.5 (31/898)   | 57.8 (211/365) | 9.7 (297/3074)   |
| Somewhere else  | 2.8 (51/1811)    | 5.5 (49/898)   | 0.8 (3/365)    | 3.4 (103/3074)   |
| Preferred platform to receive information                             |                  |                |                |                  |
| Television  | 8.9 (162/1811)   | 9.0 (81/898)   | 11.8 (43/365)  | 9.3 (286/3074)   |
| Radio   | 3.1 (56/1811)    | 4.9 (44/898)   | 2.5 (9/365)    | 3.5 (109/3074)   |
| Government website or sources   | 61.6 (1115/1811) | 67.4 (605/898) | 49.0 (179/365) | 61.8 (1899/3074) |
| Other website   | 3.9 (71/1811)    | 5.2 (47/898)   | 3.0 (11/365)   | 4.2 (129/3074)   |
| Newspapers (online and print)   | 7.3 (132/1811)   | 8.9 (80/898)   | 7.9 (29/365)   | 7.8 (241/3074)   |

|   |                  |                |                |                  |
|---|------------------|----------------|----------------|------------------|
| Academic journals   | 25.4 (460/1811)  | 17.3 (155/898) | 20.0 (73/365)  | 22.4 (688/3074)  |
| Printed materials   | 22.5 (408/1811)  | 21.0 (189/898) | 26.6 (97/365)  | 22.6 (694/3074)  |
| Social media  | 7.0 (127/1811)   | 6.1 (55/898)   | 6.6 (24/365)   | 6.7 (206/3074)   |
| Hotline to ring for information                                   | 3.6 (66/1811)    | 4.7 (42/898)   | 6.0 (22/365)   | 4.2 (130/3074)   |
| Discussion with my health care provider                           | 29.0 (526/1811)  | 27.4 (246/898) | 30.1 (110/365) | 28.7 (882/3074)  |
| Family or friends   | 1.0 (19/1811)    | 1.1 (10/898)   | 1.1 (4/365)    | 1.1 (33/3074)    |
| Other   | 4.5 (81/1811)    | 5.6 (50/898)   | 3.0 (11/365)   | 4.6 (142/3074)   |
| Trusted source of information                                     |                  |                |                |                  |
| Scientists or researchers   | 61.8 (1119/1811) | 60.9 (547/898) | 47.7 (174/365) | 59.9 (1840/3074) |
| Medical professionals   | 74.5 (1350/1811) | 75.2 (675/898) | 61.4 (224/365) | 73.2 (2249/3074) |
| My primary healthcare provider                                    | 22.0 (399/1811)  | 22.9 (206/898) | 27.4 (100/365) | 22.9 (705/3074)  |
| Commonwealth Government representative                            | 8.4 (153/1811)   | 13.0 (117/898) | 14.0 (51/365)  | 10.4 (321/3074)  |
| State Government representative                                   | 8.2 (149/1811)   | 7.9 (71/898)   | 11.8 (43/365)  | 8.6 (263/3074)   |
| Celebrities or online influencers                                 | 0.1 (2/1811)     | 0.1 (1/898)    | 0.3 (1/365)    | 0.1 (4/3074)     |
| Community leaders   | 0.4 (7/1811)     | 0.3 (3/898)    | 0.5 (2/365)    | 0.4 (12/3074)    |
| Religious leaders   | 0.2 (3/1811)     | 0.1 (1/898)    | 0.5 (2/365)    | 0.2 (6/3074)     |
| Family or friends   | 0.8 (14/1811)    | 0.6 (5/898)    | 0.8 (3/365)    | 0.7 (22/3074)    |
| Other   | 2.2 (39/1811)    | 2.3 (21/898)   | 3.3 (12/365)   | 2.3 (72/3074)    |
| Preferred source of information for vaccination time and location |                  |                |                |                  |
| Commonwealth Government representative                            | 5.4 (97/1811)    | 10.6 (95/898)  | 8.5 (31/365)   | 7.3 (223/3074)   |
| State Government representative                                   | 9.2 (166/1811)   | 17.0 (153/898) | 11.5 (42/365)  | 11.7 (361/3074)  |
| My local council  | 2.6 (47/1811)    | 9.1 (82/898)   | 3.0 (11/365)   | 4.6 (140/3074)   |
| My primary healthcare provider                                    | 30.2 (547/1811)  | 40.8 (366/898) | 36.7 (134/365) | 34.1 (1047/3074) |
| My employer   | 59.7 (1082/1811) | 38.6 (347/898) | 51.0 (186/365) | 52.5 (1615/3074) |
| My union or professional body                                     | 13.0 (235/1811)  | 24.5 (220/898) | 14.5 (53/365)  | 16.5 (508/3074)  |
| Community health worker   | 1.7 (30/1811)    | 4.3 (39/898)   | 2.5 (9/365)    | 2.5 (78/3074)    |
| Local hospital infectious disease or immunisation department      | 44.7 (810/1811)  | 26.5 (238/898) | 24.9 (91/365)  | 37.1 (1139/3074) |
| Helpful resources to support discussions                          |                  |                |                |                  |
| Printed information for patients                                  | 76.0 (1377/1811) | 77.8 (699/898) | 66.6 (243/365) | 75.4 (2319/3074) |

|   |                  |                |                |                  |
|---|------------------|----------------|----------------|------------------|
| Online information for patients                                 | 54.6 (988/1811)  | 55.5 (498/898) | 31.8 (116/365) | 52.1 (1602/3074) |
| Training modules providing strategies for difficult discussions | 60.1 (1088/1811) | 64.4 (578/898) | 58.1 (212/365) | 61.1 (1878/3074) |
| Resources to support informed consent                           | 53.0 (960/1811)  | 53.0 (476/898) | 51.0 (186/365) | 52.8 (1622/3074) |
| Telephone hotline offering COVID-19 vaccine information for     | 36.6 (662/1811)  | 37.4 (336/898) | 28.2 (103/365) | 35.8 (1101/3074) |
| Other   | 2.2 (39/1811)    | 3.1 (28/898)   | 3.6 (13/365)   | 2.6 (80/3074)    |

**Table S4: Demographic characteristics by intention to vaccinate and/or required to vaccinate by employer**

|  | Not intending and<br>would not be<br>influenced by<br>employer requirement | Intending to vaccinate and<br>would be influenced by<br>employer requirement | Intending to vaccinate<br>but would not be<br>influenced by<br>employer requirement | <b>Not intending but would be<br/>influenced by employer<br/>requirement</b> |
|--|--|--|---|--|
|  | N=517  | N=1595   | N=787   | N=159  |
| Gender   |  |  |   |  |
| <b>Female</b>  | 85.2 (415/487)   | 86.5 (1344/1553)   | 82.1 (629/766)  | 91.7 (133/145)   |
| <b>Male</b>  | 9.7 (47/487)   | 13.2 (205/1553)  | 16.7 (128/766)  | 6.2 (9/145)  |
| <b>Prefer not to say</b>   | 5.1 (25/487)   | 0.3 (4/1553)   | 1.2 (9/766)   | 2.1 (3/145)  |
| Age  |  |  |   |  |
| <b>18-49</b>   | 67.3 (325/483)   | 51.2 (796/1554)  | 54.2 (416/767)  | 67.1 (98/146)  |
| <b>50=&lt;</b>   | 32.7 (158/483)   | 48.8 (758/1554)  | 45.8 (351/767)  | 32.9 (48/146)  |
| Country of birth   |  |  |   |  |
| <b>Born in Australia</b>   | 68.1 (352/517)   | 65.1 (1039/1595)   | 76.1 (599/787)  | 62.3 (99/159)  |
| <b>Not born in Australia</b>                                       | 31.9 (165/517)   | 34.9 (556/1595)  | 23.9 (188/787)  | 37.7 (60/159)  |
| Indigenous Australian<br>(Aboriginal or Torres Strait<br>Islander) |  |  |   |  |
| <b>Yes</b>   | 1.7 (8/480)  | 0.6 (10/1547)  | 0.7 (5/766)   | 1.4 (2/144)  |
| <b>No</b>  | 94.8 (455/480)   | 99.2 (1534/1547)   | 98.3 (753/766)  | 95.8 (138/144)   |
| <b>Prefer not to say</b>   | 3.5 (17/480)   | 0.2 (3/1547)   | 1.0 (8/766)   | 2.8 (4/144)  |
| Only English spoken at home  |  |  |   |  |
| <b>Yes</b>   | 17.5 (83/474)  | 18.6 (281/1512)  | 8.3 (62/744)  | 19.6 (28/143)  |
| <b>No</b>  | 82.5 (391/474)   | 81.4 (1231/1512)   | 91.7 (682/744)  | 80.4 (115/143)   |
| Culturally and linguistically<br>diverse                           |  |  |   |  |
| <b>Yes</b>   | 36.9 (188/510)   | 38.7 (606/1566)  | 28.8 (220/764)  | 39.7 (62/156)  |
| <b>No</b>  | 63.1 (322/510)   | 61.3 (960/1566)  | 71.2 (544/764)  | 60.3 (94/156)  |

|   |                |                  |                |                |
|---|----------------|------------------|----------------|----------------|
| Occupation  |                |                  |                |                |
| <b>Nurse</b>  | 71.2 (368/517) | 69.5 (1109/1595) | 60.7 (478/787) | 68.6 (109/159) |
| <b>Medical Doctor</b>                               | 1.4 (7/517)    | 4.9 (78/1595)    | 10.2 (80/787)  | 2.5 (4/159)    |
| <b>Pharmacist</b>                                   | 0.4 (2/517)    | 1.9 (31/1595)    | 2.5 (20/787)   | 0.0 (0/159)    |
| <b>Allied Health Prof</b>                           | 7.4 (38/517)   | 6.4 (102/1595)   | 9.5 (75/787)   | 10.7 (17/159)  |
| <b>Personal service staff</b>                       | 3.9 (20/517)   | 1.8 (29/1595)    | 1.0 (8/787)    | 5.0 (8/159)    |
| <b>Ambulance staff</b>                              | 3.5 (18/517)   | 3.5 (56/1595)    | 5.5 (43/787)   | 4.4 (7/159)    |
| <b>Other</b>  | 12.4 (64/517)  | 11.9 (190/1595)  | 10.5 (83/787)  | 8.8 (14/159)   |
| Occupation settings                                 |                |                  |                |                |
| <b>Hospital</b>                                     | 62.5 (323/517) | 57.6 (919/1595)  | 60.0 (472/787) | 56.6 (90/159)  |
| <b>Community or Private Practice</b>                | 21.3 (110/517) | 30.3 (483/1595)  | 33.7 (265/787) | 20.1 (32/159)  |
| <b>Residential aged or disability care facility</b> | 16.2 (84/517)  | 12.1 (193/1595)  | 6.4 (50/787)   | 23.3 (37/159)  |
| Employment status                                   |                |                  |                |                |
| <b>Full-time</b>                                    | 35.6 (170/477) | 41.1 (634/1541)  | 45.1 (344/763) | 36.6 (53/145)  |
| <b>Part-time</b>                                    | 64.4 (307/477) | 58.9 (907/1541)  | 54.9 (419/763) | 63.4 (92/145)  |
| Regionality   |                |                  |                |                |
| <b>Regional</b>                                     | 30.2 (121/401) | 24.7 (362/1463)  | 21.7 (158/729) | 30.7 (39/127)  |
| <b>Metropolitan</b>                                 | 69.8 (280/401) | 75.3 (1101/1463) | 78.3 (571/729) | 69.3 (88/127)  |
| Any comorbidity                                     |                |                  |                |                |
| <b>Yes</b>  | 33.4 (143/428) | 33.5 (477/1424)  | 33.9 (239/704) | 22.7 (30/132)  |
| <b>No</b>   | 66.6 (285/428) | 66.5 (947/1424)  | 66.1 (465/704) | 77.3 (102/132) |
| Has been tested for COVID                           |                |                  |                |                |
| <b>Yes</b>  | 71.1 (366/515) | 80.4 (1274/1585) | 81.0 (637/786) | 77.1 (121/157) |
| <b>No</b>   | 28.9 (149/515) | 19.6 (311/1585)  | 19.0 (149/786) | 22.9 (36/157)  |