

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"> • Yes • No 	
Occupation	What is your primary professional role?	<ul style="list-style-type: none"> • Nurse (e.g. nurse educator, midwife, registered nurse, enrolled nurse) • Medical doctor (e.g. General Practitioner, non-GP medical specialist, visiting medical officer, intern, hospital medical officer, GP registrar) • Pharmacist • Allied health professional (e.g. physiotherapist, occupational therapist) • Personal service worker (e.g. dental hygienist, Aboriginal and/or Torres Strait Islander health worker, massage therapist, nursing support, personal care worker) • Ambulance staff or paramedic • Other health professional (e.g. dentist, psychologist, radiographer, medical scientist, medical technician, radiation therapist) • Other (please specify) [open text] 	
Occupation	In which setting do you predominantly work?	<ul style="list-style-type: none"> • Hospital • Community • Residential aged or disability care facility • Other (please specify) [open text] 	
COVID-19 testing	Have you ever been tested for COVID-19?	<ul style="list-style-type: none"> • No • Yes 	
Perceived risk of COVID-19	How concerned are you about getting COVID-19?	<ul style="list-style-type: none"> • Not at all concerned • A little concerned • Moderately concerned • Very concerned 	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"> • Not at all concerned • A little concerned • Moderately concerned • Very concerned 	BeSD
Vaccine beliefs	How much do you trust the new COVID-19 vaccines?	<ul style="list-style-type: none"> • Not at all • A little • Moderately • Very much 	BeSD
Vaccine beliefs	How important do you think getting a COVID-19 vaccine will be for your health?	<ul style="list-style-type: none"> • Not at all important • A little important • Moderately important • Very important 	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"> • Not at all • A little • Moderately • Very much 	BeSD
Vaccine beliefs	How safe do you think a COVID-19 vaccine will be for you?	<ul style="list-style-type: none"> • Not at all safe • A little safe • Moderately safe • Very safe 	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"> • Not at all concerned • A little concerned • Moderately concerned • Very concerned 	BeSD
Vaccine intention	If a COVID-19 vaccine were recommended for you, would you get it?	<ul style="list-style-type: none"> • No [Sub-question A.1] • Yes • Not sure [Sub-question A.1] 	BeSD
Vaccine concerns	[Sub-question A.1] If no or unsure, what are your reasons for your decision (tick all that apply)	<ul style="list-style-type: none"> • I don't believe I'm at risk • I am concerned about minor side effects • I am concerned about serious reactions • I am concerned that the vaccines haven't been tested enough for safety 	

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

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

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

		<ul style="list-style-type: none"> • Family or friends • Other [open text] 	
Communication preferences	[Sub-question D.1] Television	<ul style="list-style-type: none"> • Community/public • Commercial 	
Communication preferences	[Sub-question D.2] Radio	<ul style="list-style-type: none"> • Community/public • Commercial 	
Communication preferences	[Sub-question D.3] Social media	<ul style="list-style-type: none"> • Facebook • Twitter • WhatsApp • WeChat • Other [open text] 	
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"> • Scientists or researchers • Medical professionals • My primary healthcare provider • Commonwealth Government representative • State Government representative • Celebrities or online influencers • Community leaders • Religious leaders • Family or friends • Other [open text] 	
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"> • Commonwealth Government representative • State Government representative • My local council • My primary healthcare provider • My employer • My union or professional body • Community health worker • Local hospital infectious disease or immunisation department 	
Communication preferences	Please select the resources you think would be most helpful to support you	<ul style="list-style-type: none"> • Printed information for patients • Online information for patients 	

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

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"> • Full-time [Sub-question G.1] • Part-time [Sub-question G.1] • Other (please specify) [open text] 	
Employment	[Sub-question G.1] Full-time OR part-time	<ul style="list-style-type: none"> • Casual • Fixed term contract • Continuing position • Self-employed/contractor 	
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"> • Cardiovascular disease (e.g. Heart disease, history of heart attack or stroke) • Respiratory disease or chronic respiratory condition (e.g. severe asthma, COPD, emphysema, other lung disease) • Chronic neurological conditions (e.g. multiple sclerosis, spinal cord injuries, seizure disorders) • Cancer or history of cancer • Diabetes (type 1 or type 2) • Autoimmune disease (e.g. lupus, multiple sclerosis, rheumatoid arthritis, psoriasis, Crohn's disease, inflammatory bowel disease) • Immunocompromising condition (e.g. HIV, cancer, transplantation, regular steroid use) • Chronic kidney disease • Chronic liver disease • Other, please specify [open text] • Prefer not to say • None of the above 	

Table S2: Factors influencing the decision, by total sample

	Would get the COVID-19 vaccine? Yes, % (n)	Risk difference [#]	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

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

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