

Supplementary Materials (Figure S1, Figure S2, Table S1 and Table S2)

Figure S1. Detailed overview of the Inventory Well-Being at Work – (IWBW-13) *

INVENTORY WELL-BEING AT WORK – IBET 13				
The following statements concern your current job at a Primary Health Care (PHC) service and the facility (Health Department) where you work. PLEASE INDICATE AS HONESTLY AS POSSIBLE THE DEGREE TO WHICH YOU AGREE OR DISAGREE WITH EACH OF THE STATEMENTS.				
Choose a score (from 1 to 5) that best represents your level of agreement or disagreement with each statement.				
1. Completely disagree	2. Disagree	3. Nor agree, nor disagree	4. Agree	5. Completely agree
<input type="checkbox"/> 1. I am content with the company I work for. <input type="checkbox"/> 2. I am enthusiastic about the company I work for. <input type="checkbox"/> 3. The hours I spend at work are the best hours of my day. <input type="checkbox"/> 4. I am interested in the company I work for. <input type="checkbox"/> 5. I am satisfied with my work compared to my efforts at work. <input type="checkbox"/> 6. I am excited about the company I work for. <input type="checkbox"/> 7. The greatest satisfactions in my life come from my work. <input type="checkbox"/> 8. I am satisfied with the level of interest my tasks arouse in me. <input type="checkbox"/> 9. The most important things that happen in my life involve my work. <input type="checkbox"/> 10. I am satisfied with the understanding reached between my boss and me. <input type="checkbox"/> 11. I am proud of the company I work for. <input type="checkbox"/> 12. I eat, live, and breathe my work. <input type="checkbox"/> 13. I am satisfied with the promotion opportunities provided by this company.				

Figure S1. Adapted from: New Measures of Organizational Behavior (electronic resource): Diagnostic and Management Tools. [Novas Medidas do Comportamento Organizacional (recurso eletrônico): Ferramentas de Diagnóstico e de Gestão] Organizer: Mirlene Maria M. Siqueira. – Electronic Data. Porto Alegre: Artmed, 2014. *Own translations. This does not constitute a validated scale in English and is for informational purposes only.

Figure S2. Individual Questionnaire applied to Primary Health Care workers – *Questions selected for a study on well-being at work: sociodemographic and occupational characterization; ICF occupational functionality; perception of occupational risks; negotiation for improving working conditions and reasons for negotiation. *Own translations. These do not constitute a validated questionnaire in English and are for informational purposes only. (following).

Individual Questionnaire – Selected Questions

Individual Questionnaire applied to Primary Health Care workers – Questions selected for a study on well-being at work: sociodemographic and occupational characterization; ICF occupational functionality; perception of occupational risks; negotiation for improving working conditions and reasons for negotiation.

DATA COLLECTION INSTRUMENT – Primary Health Care (PHC)

INTERVIEW N°: _____

TEAM: _____

PROFESSION: _____

DATE OF INTERVIEW: _____

START: _____ hours

FINISH: _____ hours

INTERVIEWER: _____

PART I – PRIMARY HEALTH CARE (PHC) SERVICE CHARACTERIZATION

01. Basic health units (BHU)

- 0. BHU – Regular
- 1. Family BHU
- 2. NASF (Family Health Support Center)
- 3. BHU – 24h

02. City

0. Rio Grande (Please specify BHU): _____

1. São José do Norte (Please specify BHU): _____

PART II – INTERVIEWEE CHARACTERIZATION: BHU WORKER

03. What is your age? _____ years old

Place of birth: _____

04. What is your race?

- 0. Caucasian
- 1. Afro-descendant
- 2. Asian
- 3. Mixed race
- 4. Indigenous

05. What is your sex?

- 0. Female
- 1. Male

06. What is your weight? _____kg

07. What is your height? _____meter

08. What is your educational level?

- 0. Middle school
- 1. Incomplete high school
- 2. Complete high school
- 3. Vocational School
- 4. Some undergraduate studies
- 5. Bachelor's degree
- 6. Technician (Please specify): _____
- 7. Specialization (Please specify): _____
- 8. Master's degree
- 9. Doctoral degree

09. What is your profession?

- 0. Nurse
- 1. Physician
- 2. Nursing technician
- 3. Community health agent
- 4. Dentist
- 5. Oral health technician/Assistant
- 6. Other (Please specify): _____

10. How long have you been in this profession? _____years and _____months

11. How long have you worked in a PHC service? _____years and _____months

12. How many hours/week do you work in the PHC service? _____hours

13. What is your work schedule in the PHC service?

- 0. Daytime
- 1. Nighttime
- 2. Nighttime/Daytime, depending on the day schedule
- 3. Other (Please specify): _____

14. Do you have a second job?

- 0. No
- 1. Yes (Please specify): _____

15. What is your total weekly workload? _____hours

16. What is your marital status?

- 0. Single
- 1. Married/Consensual union
- 2. Separate/Divorced
- 3. Widowed

17. **Do you have children?**

- 0. No
- 1. Yes (How many?): _____ children

18. **How many people live in your household, including you?** _____ peoples

19. **What is your monthly income?** (Based on the minimum wage (MW) of 2020 of R\$ 1,039.00)

- 0. Up to 2 times the MW
- 1. Between 2 and 4 times the MW
- 2. Between 4 and 6 times the MW
- 3. Between 6 and 8 times the MW
- 4. Between 8 and 10 times the MW
- 5. More than 10 times the MW

PART III – CHARACTERIZATION: HEALTH/WORK/ENVIRONMENT

(Questions addressing occupational functionality – ICF)

20. **What is your level of difficulty in solving problems, considering your current health state?**

- 0. No difficult
- 1. Mild difficulty
- 2. Moderate difficult
- 3. Severe difficulty
- 4. Complete difficulty

21. **What is your level of difficulty in solving problems, considering your current environment?**

- 0. No difficult
- 1. Mild difficulty
- 2. Moderate difficult
- 3. Severe difficulty
- 4. Complete difficulty

22. **What is your level of difficulty in performing multiple tasks, considering your current health state?**

- 0. No difficult
- 1. Mild difficulty
- 2. Moderate difficult
- 3. Severe difficulty
- 4. Complete difficulty

23. **What is your level of difficulty in performing multiple tasks, considering your current environment?**

- 0. No difficult
- 1. Mild difficulty
- 2. Moderate difficult
- 3. Severe difficulty
- 4. Complete difficulty

24. **What is your level of difficulty in performing work routines within PHC, considering your health state?**

- 0. No difficult
- 1. Mild difficulty
- 2. Moderate difficult
- 3. Severe difficulty
- 4. Complete difficulty

25. What is your level of difficulty in performing work routines within PHC, considering your work?
0. No difficult
 1. Mild difficulty
 2. Moderate difficult
 3. Severe difficulty
 4. Complete difficulty
26. Do you believe community members' general/specific opinions or beliefs are barriers or facilitators influencing your well-being or individual actions? Please rate the degree of such barriers/facilitators:
- | Barriers | Facilitators |
|--|---|
| <input type="checkbox"/> 0 NO Barriers | <input type="checkbox"/> 0 NO Facilitator |
| <input type="checkbox"/> 1 MILD Barriers | <input type="checkbox"/> +1 MILD Facilitator |
| <input type="checkbox"/> 2 MODERATE Barriers | <input type="checkbox"/> +2 MODERATE Facilitator |
| <input type="checkbox"/> 3 SEVERE Barriers | <input type="checkbox"/> +3 SUBSTANTIAL Facilitator |
| <input type="checkbox"/> 4 COMPLETE Barriers | <input type="checkbox"/> +4 COMPLETE Facilitator |
27. Do you believe your co-workers' individual attitudes, general/specific opinions or beliefs are barriers or facilitators influencing your well-being or individual actions? Please rate the degree of such barriers/facilitators:
- | Barriers | Facilitators |
|--|---|
| <input type="checkbox"/> 0 NO Barriers | <input type="checkbox"/> 0 NO Facilitator |
| <input type="checkbox"/> 1 MILD Barriers | <input type="checkbox"/> +1 MILD Facilitator |
| <input type="checkbox"/> 2 MODERATE Barriers | <input type="checkbox"/> +2 MODERATE Facilitator |
| <input type="checkbox"/> 3 SEVERE Barriers | <input type="checkbox"/> +3 SUBSTANTIAL Facilitator |
| <input type="checkbox"/> 4 COMPLETE Barriers | <input type="checkbox"/> +4 COMPLETE Facilitator |

PART IV – CHARACTERIZATION: OCCUPATIONAL RISK PERCEPTION

28. Do you identify physical occupational risks in your workday at the PHC service? (Physical risks are forms of energy to which workers are exposed, such as noise, vibration, heat, cold, humidity, ionizing and non-ionizing radiation, pressure, and others).
1. Yes
 2. No
29. Do you identify chemical occupational risks in your workday at the PHC service? (Chemical risks are substances, compounds, or products that can enter an individual's body through the respiratory route, including gases, dust, fumes, or vapors, in addition to substances that can be absorbed by the body through the skin or by ingestion).
1. Yes
 2. No
30. Do you identify biological occupational risks in your workday at the PHC service? (Biological risks are bacteria, viruses, fungi, and protozoa; preventive measures depend on the pathogenicity to which workers are exposed).
1. Yes
 2. No
31. Do you identify ergonomic occupational risks in your workday at the PHC service? (Ergonomic risks are related to work situations that are not appropriate for workers)
1. Yes
 2. No

32. Do you identify **psychosocial** occupational risks in your workday at the PHC service? (Psychosocial risks are factors that can change and harm workers' health)
1. Yes
 2. No

PART V – CHARACTERIZATION: NEGOTIATIONS INTENDED TO IMPROVE WORKING CONDITIONS

33. With "Whom," do you negotiate to improve PHC working conditions? (MULTIPLE CHOICE)
- Workers/Co-workers
 - Workers union
 - Managers/supervisors
 - Community members
 - Occupational safety workers
34. Please list the reasons you negotiate improved health and safe working conditions at the PHC service: (MULTIPLE CHOICE)
- To change the conditions of exposure to **physical** occupational risks
 - To change the conditions of exposure to **chemical** occupational risks
 - To change the conditions of exposure to **biological** occupational risks
 - To change the conditions of exposure to **ergonomic** occupational risks
 - To change the conditions of exposure to occupational **accidents**
 - To change the conditions of exposure to **psychosocial** occupational risks
 - To arrange the acquisition of PPE.
 - To encourage employee compliance with PPE.
 - Salaries
 - To discuss/change work goals (productivity)
 - To resolve conflicts of interest (concerning working dynamics, days off, payment and/or sick leave).
 - Promote educational qualification
 - To redistribute working shifts
 - To obtain the right to health (healthcare insurance/plan – public or private)
 - Workload (breaks, intervals)
 - To improve interaction/communication among workers
 - To improve interaction/communication between workers and employers
 - Resources provided to labor unions

Observation:

This set of questions was selected from a more extensive questionnaire to develop this paper.

Supplementary Materials (Table S1 and Table S2)

Table S1 and S2 present the complete Multivariate Linear Regression model for the Inventory Well-Being at Work scores.

Table S1. Multivariate Linear Regression Analysis to assess factors independently associated with the Commitment and Satisfaction dimension of the Inventory Well-being at Work.

Variables	b (95%CI)	Beta	p-value
Age (years)	0.00 (-0.01 a 0.01)	0.038	0.550
Sex Male	0.16 (-0.06 a 0.38)	0.076	0.155
Marital Status			
Single	0.15 (-0.10 a 0.39)	0.092	0.239
Married/Consensual union	0.14 (-0.08 a 0.37)	0.099	0.205
Separated/Divorced	0.00	-	-
Widowed	0.43 (-0.10 a 0.96)	0.075	0.110
City Rio Grande	0.26 (0.08 a 0.44)	0.138	0.005
Profession			
Nurse	0.31 (0.11 a 0.51)	0.152	0.003
Physician	-0.23 (-0.44 a -0.01)	-0.105	0.040
Nursing technician/assistant	0.27 (0.10 a 0.45)	0.156	0.002
Community health agent	0.00		
Dentist	0.42 (0.08 a 0.76)	0.117	0.015
Oral health technician/assistant	0.12 (-0.24 a 0.47)	0.032	0.519
Other	0.12 (-0.40 a 0.64)	0.022	0.656
Years working at the PHC service	-0.01 (-0.02 a -0.00)	-0.107	0.027
Weekly hours	-0.00 (-0.02 a 0.01)	-0.027	0.590
Physical Occupational Risk	-0.32 (-0.56 a -0.08)	-0.132	0.010
Chemical Occupational Risk	-0.21 (-0.39 a -0.03)	-0.118	0.021
Biological Occupational Risk	0.10 (-0.14 a 0.35)	0.048	0.401
Ergonomic Occupational Risk	0.05 (-0.33 a 0.43)	0.013	0.809
Health Status: Level of difficulty in solving problems	0.02 (-0.10 a 0.15)	0.025	0.744
Current environment: Level of difficulty in solving problems	-0.15 (-0.23 a -0.07)	-0.197	<0.001
Health state: Level of difficulty in performing multiple tasks	0.05 (-0.07 a 0.16)	0.058	0.456
Current environment: Level of difficulty in performing multiple tasks	-0.08 (-0.19 a 0.03)	-0.110	0.167
Health state: Level of difficulty in performing work routines	-0.00 (-0.14 a 0.13)	-0.01	0.954
Current environment: Level of difficulty in performing work routines	-0.10 (-0.23 a 0.03)	-0.129	0.133
Scores assigned to the community's attitudes: Barriers	-0.02 (-0.10 a 0.06)	-0.031	0.575
Scores assigned to the colleagues' attitudes: Barriers	-0.09 (-0.16 a -0.02)	-0.124	0.017
Negotiates to improve the PHC working conditions w/ workers/colleagues	0.00 (-0.16 a 0.17)	0.002	0.979

Negotiates to improve the PHC working conditions w/ labor union	0.03 (-0.22 a 0.27)	0.011	0.841
Negotiates to improve the PHC working conditions w/ managers/supervisors	0.44 (0.31 a 0.58)	0.308	<0.001
Negotiates to improve the PHC working conditions w/ community members	0.40 (0.17 a 0.63)	0.168	0.001

Table S1. Multivariate Linear Regression Analysis to assess factors independently associated with the Commitment and Satisfaction dimension of the Inventory Well-being at Work. (continuation)

Variables	b (95%CI)	Beta	p-value
Negotiates to improve the PHC working conditions w/ occupational safety workers	0.11 (-0.32 a 0.53)	0.025	0.628
Reasons to negotiate: Change the conditions of exposure to ergonomic risks	-0.07 (-0.26 a 0.11)	-0.048	0.444
Reasons to negotiate: Change the conditions of exposure to occupational accidents	0.02 (-0.18 a 0.22)	0.012	0.840
Reasons to negotiate: Change the conditions of exposure to psychosocial risks	-0.10 (-0.27 a 0.07)	-0.066	0.264
Reasons to negotiate: Arrange the acquisition of PPEs	0.07 (-0.09 a 0.22)	0.048	0.381
Reasons to negotiate: Salaries	-0.05 (-0.21 a 0.10)	-0.036	0.494
Reasons to negotiate: Discuss/change work goals	0.07 (-0.09 a 0.23)	0.047	0.401
Reasons to negotiate: Resolve conflicts of interest	-0.11 (-0.28 a 0.06)	-0.076	0.209
Reasons to negotiate: Promote educational qualification	0.03 (-0.13 a 0.19)	0.023	0.687
Reasons to negotiate: Redistribute working shifts	-0.23 (-0.44 a -0.02)	-0.104	0.032
Reasons to negotiate: Obtain the right to health at work	-0.10 (-0.26 a 0.08)	-0.063	0.274
Reasons to negotiate: Working hours	-0.04 (-0.22 a 0.14)	-0.026	0.648
Reasons to negotiate: Discuss the resources provided to labor unions	0.01 (-0.27 a 0.28)	0.003	0.950

Table S2. Multivariate Linear Regression Analysis to assess factors independently associated with the Job Involvement dimension of the Inventory Well-being at Work.

Variables	b (95%CI)	Beta	p-value
Age (years)	0.19 (-0.06 a 0.45)	0.090	0.138
Sex Male			
Marital Status	0.23 (-0.03 a 0.48)	0.139	0.082
Single	0.21 (-0.02 a 0.44)	0.140	0.076
Married/Consensual union	0.00		
Separated/Divorced	0.47 (-0.15 a 1.08)	0.082	0.136
City Rio Grande	0.21 (-0.01 a 0.43)	0.111	0.064
Second job	0.17 (-0.04 a 0.38)	0.094	0.106
Profession			
Nurse	0.21 (-0.01 a 0.42)	0.099	0.057
Physician	0.04 (-0.20 a 0.28)	0.018	0.744
Nursing technician/assistant	0.46 (0.28 a 0.64)	0.260	<0.001
Community health agent	0.00		
Dentist	0.33 (-0.04 a 0.69)	0.089	0.080
Oral health technician/assistant	0.06 (-0.31 a 0.43)	0.017	0.745
Other	-0.08 (-0.62 a 0.47)	-0.014	0.785
Years working at the PHC service	-0.01 (-0.02 a 0.01)	-0.050	0.412
Work shift			
Daytime	0.45 (-0.13 a 1.02)	0.188	0.127
Nighttime	0.77 (0.03 a 1.52)	0.156	0.042
Nighttime/Daytime	0.71 (0.08 a 1.34)	0.243	0.028
Other	0.00		
Physical Occupational Risk	-0.05 (-0.34 a 0.25)	-0.019	0.755
Chemical Occupational Risk	-0.32 (-0.51 a -0.14)	-0.176	0.001
Biological Occupational Risk	-0.25 (-0.63 a 0.13)	-0.082	0.193
Ergonomic Occupational Risk	0.19 (-0.08 a 0.47)	0.088	0.160
Psychosocial Occupational Risk	-0.31 (-0.73 a 0.11)	-0.080	0.151
Health Status: Level of difficulty in solving problems	0.09 (-0.05 a 0.22)	0.106	0.199
Current environment: Level of difficulty in solving problems	-0.08 (-0.20 a 0.05)	-0.098	0.216
Health Status: Level of difficulty in performing multiple tasks	0.06 (-0.07 a 0.19)	0.076	0.370
Current environment: Level of difficulty in performing multiple tasks	-0.07 (-0.19 a 0.06)	-0.088	0.316
Health Status: Level of difficulty in performing working routines	-0.04 (-0.19 a 0.11)	-0.048	0.620
Current environment: Level of difficulty in performing working routines	-0.17 (-0.25 a -0.09)	-0.218	<0.001
Scores assigned to the community's attitudes: Barriers	0.00 (-0.09 a 0.09)	0.000	0.995
Scores assigned to the community's attitudes: Facilitators	0.04 (-0.03 a 0.11)	0.063	0.254
Scores assigned to the colleagues' attitudes: Barriers	0.02 (-0.06 a 0.10)	0.027	0.649

Table S2 – Multivariate Linear Regression Analysis to assess factors independently associated with the Job Involvement dimension of the Inventory Well-being at Work. (continuation)

Variables	b (95%CI)	Beta	p-value
Negotiates to improve the PHC working conditions w/ workers/colleagues	0.08 (-0.10 a 0.26)	0.055	0.376
Negotiates to improve the PHC working conditions w/ labor union	-0.23 (-0.49 a 0.04)	-0.095	0.089
Negotiates to improve the PHC working conditions w/ managers/supervisors	0.39 (0.25 a 0.54)	0.272	<0.001
Negotiates to improve the PHC working conditions w/ occupational safety workers	0.40 (-0.05 a 0.85)	0.095	0.079
Reasons to negotiate: Change exposure to occupational accidents	-0.12 (-0.32 a 0.08)	-0.071	0.240
Reasons to negotiate: Change exposure to psychosocial risk	-0.03 (-0.22 a 0.15)	-0.022	0.724
Reasons to negotiate: Discuss/change work goals	0.01 (-0.16 a 0.19)	0.009	0.887
Reasons to negotiate: Resolve conflicts of interest	-0.05 (-0.23 a 0.13)	-0.033	0.601
Reasons to negotiate: Redistribute working shifts	-0.25 (-0.48 a -0.03)	-0.111	0.030