

## Supplementary material 5

Appendix E:

Benchmark Data – Rules Governing Colour Coding Cut-offs for each Standard (HSE-MS IT Manual)<sup>15</sup>

Factor	Red	Yellow	Aqua	Green
	< 20 <sup>th</sup> percentile	>= 20 <sup>th</sup> & <50 <sup>th</sup> percentile	>=50 <sup>th</sup> & 80 <sup>th</sup> percentile	>-80 <sup>th</sup> percentile
Demands	< 2.9387	>=2.9387 & <3.1024	>=3.1024 & <3.2937	>=3.2937
Control	< 3.2240	>=3.2240 & <3.4741	>=3.4741 & <3.7208	>=3.7208
Managers' support	< 3.2720	>=3.2720 & <3.4603	>=3.4603 & <3.6500	>=3.6500
Peer support	< 3.6270	>=3.6270 & <3.7800	>=3.7800 & <3.8892	>=3.8892
Relationship	< 3.6115	>=3.6115 & <3.8499	>=3.8499 & <4.0381	>=4.0381
Role	< 4.0356	>=4.0356 & <4.1803	>=4.1803 & <4.3117	>=4.3117
Change	< 2.7910	>=2.7910 & <3.0428	>=3.0428 & <3.2400	>=3.2400