

Supplementary Table S1. Sensitivity analysis care staff ($n = 1148$). Differences between nursing home staff with and without COVID contact, or COVID infection and across different levels of COVID worries in job demands. Reference group: COVID contact (no), COVID infection (no), COVID worries (always).

	Job Demands								
	Quantitative Demands			Cognitive Demands			Emotional Demands		
	B	<i>p</i>	95% CI	B	<i>p</i>	95% CI	B	<i>p</i>	95% CI
Intercept	56.16 ¹		52.79 to 59.52	64.09		63.10 to 65.08	64.49 ¹		62.84 to 66.15
COVID contact (no)	0			0			0		
COVID contact (yes)	2.24 ¹	0.062	-0.11 to 4.60	1.42	0.168	-0.60 to 3.45	1.98 ¹	0.056	-0.05 to 4.01
COVID infection (no)	0			0			0		
COVID infection (yes)	0.40 ²	0.879	-5.53 to 6.33	-0.78	0.672	-4.41 to 2.84	3.44 ¹	0.060	-0.15 to 7.03
COVID worries									
always (4)	0			0			0		
often (3)	-7.77 ¹	<0.001	-12.03 to -3.52	-10.53	<0.001	-14.69 to 6.36	-11.36 ¹	<0.001	-15.36 to 7.36
sometimes (2)	-13.49 ¹	<0.001	-17.71 to -9.26	-14.77	<0.001	-18.91 to 10.63	-17.81 ¹	<0.001	-21.78 to 13.84
rarely (1)	-17.13 ¹	<0.001	-22.62 to -11.65	-16.96	<0.001	-22.31 to 11.61	-22.90 ¹	<0.001	-28.05 to 17.75
never (0)	-26.20 ¹	<0.001	-35.54 to -16.87	-17.67	<0.001	-26.70 to 8.64	-20.92 ¹	<0.001	-29.69 to 12.16

¹included random intercepts, ²included random intercepts and slopes, % missing (range): QD: 6–7%, CD: 6–7%, ED: 6–7%.

Supplementary Table S2. Sensitivity analysis care staff ($n = 1148$). Differences between nursing home staff with and without COVID contact or COVID infection and across different levels of COVID worries in work functioning and mental health. Reference group: COVID contact (no), COVID infection (no), COVID worries (always).

	Work Functioning and Mental Health								
	Work Functioning			Depressive Symptoms			Burnout		
	B	<i>p</i>	95% CI	B	<i>p</i>	95% CI	B	<i>p</i>	95% CI
Intercept	77.27		76.08 to 78.45	4.27 ¹		3.74–4.81	2.46 ¹		2.34 to 2.58
COVID contact (no)	0			0			0		
COVID contact (yes)	-0.15	0.900	-2.56 to 2.25	0.30 ¹	0.251	-0.21 to 0.81	0.004 ¹	0.932	-0.09 to 0.10
COVID infection (no)	0			0			0		
COVID infection (yes)	-4.48	0.046	-(8.87 to -0.08)	1.73 ¹	<0.001	0.84 to 2.61	0.32 ¹	<0.001	0.15 to 0.49
COVID worries									
always (4)	0			0			0		
often (3)	7.32	0.005	2.23 to 12.42	3.19 ¹	<0.001	-4.22 to -2.17	-0.44 ¹	<0.001	-0.63 to -0.24
sometimes (2)	12.87	<0.001	7.80 to 17.94	-4.94 ¹	<0.001	-5.96 to -3.92	-0.72 ¹	<0.001	-0.91 to -0.52
rarely (1)	15.53	<0.001	9.07 to 21.99	-4.90 ¹	<0.001	-6.20 to -3.59	-0.86 ¹	<0.001	-1.11 to -0.61
never (0)	12.54	0.025	1.62 to 23.46	-5.18 ¹	<0.001	-7.36 to -2.99	-0.69 ¹	0.001	-1.10 to -0.28

¹included random intercepts, % missing (range): WF: 25–26%, DS: 19–20%, BO: 11–12%.