| ETHICAL DILEMMAS | Log odds ratio (95% CI) | MORAL DISTRESS | Linear regression coefficient (95% CI) |
|------------------|------------------------|----------------|-----------------------------------|
| **Age**          |                        |                |                                   |
| 20–29 years      | Crude: 0.07 (−0.21; 0.36) | Adjusted: −0.02 (−0.37; 0.33) | Adjusted²: 0.02 (−0.36; 0.40) |
|                  | Crude: 0.28 (−0.07; 0.64) | Adjusted: 0.03 (−0.40; 0.46) | Adjusted²: 0.02 (−0.43; 0.48) |
| 30–39 years      | Crude: −0.12 (−0.21; 0.17) | Adjusted: −0.10 (−0.44; 0.09) | Adjusted²: −0.10 (−0.38; 0.18) |
|                  | Crude: 0.03 (0.03; 0.05) | Adjusted: −0.09 (−0.41; 0.24) | Adjusted²: 0.05 (−0.29; 0.38) |
| 40–49 years      | Crude: −0.36 (−0.31; 0.20) | Adjusted: −0.27 (−0.38; 0.34) | Adjusted²: −0.16 (−0.38; 0.28) |
|                  | Crude: −0.27 (−0.47; 0.16) | Adjusted: −0.28 (−0.38; 0.16) | Adjusted²: −0.28 (−0.46; 0.21) |
| 50–59 years      | Crude: −0.31 (−0.38; 0.00) | Adjusted: −0.28 (−0.67; 0.10) | Adjusted²: −0.28 (−0.61; 0.30) |
|                  | Crude: −0.71 (−0.71; 0.07) | Adjusted: −0.71 (−0.56; 0.36) | Adjusted²: −0.71 (−0.61; 0.30) |
| 60+ years        | Crude: −0.63 (−0.63; 0.08) | Adjusted: −0.63 (−0.63; 0.08) | Adjusted²: −0.63 (−0.63; 0.08) |
|                  | Crude: −0.63 (−0.63; 0.08) | Adjusted: −0.63 (−0.63; 0.08) | Adjusted²: −0.63 (−0.63; 0.08) |
| **Sex**          |                        |                |                                   |
| Female           | Ref. (Ref.); Ref. (Ref.) | Ref. (Ref.); Ref. (Ref.) | Ref. (Ref.); Ref. (Ref.) |
| Male             | Crude: 0.00 (−0.21; 0.21) | Adjusted: −0.22 (−0.21; 0.21) | Adjusted²: −0.21 (−0.25; 0.21) |
|                  | Crude: −0.65 (−0.65; 0.21) | Adjusted: −0.67 (−0.67; 0.14) | Adjusted²: −0.63 (−0.63; 0.08) |
| **Time employed**|                        |                |                                   |
| < 1 year         | Crude: −0.13 (−0.47; 0.20) | Adjusted: −0.18 (−0.56; 0.21) | Adjusted²: −0.10 (−0.52; 0.32) |
|                  | Crude: 0.14 (0.14; 0.40) | Adjusted: 0.04 (0.56; 0.04) | Adjusted²: 0.22 (0.43; 0.73) |
| [1–4) years      | Crude: 0.24 (−0.04; 0.52) | Adjusted: 0.26 (−0.06; 0.58) | Adjusted²: 0.26 (−0.08; 0.60) |
|                  | Crude: 0.26 (−0.08; 0.61) | Adjusted: 0.26 (−0.16; 0.63) | Adjusted²: 0.28 (−0.13; 0.68) |
| [4–10) years     | Crude: −0.01 (−0.27; 0.24) | Adjusted: 0.02 (−0.25; 0.30) | Adjusted²: 0.09 (−0.22; 0.40) |
|                  | Crude: 0.10 (−0.22; 0.43) | Adjusted: 0.10 (−0.24; 0.43) | Adjusted²: 0.12 (−0.22; 0.45) |
| [10–20) years    | Crude: −0.17 (−0.27; 0.08) | Adjusted: −0.17 (−0.46; 0.11) | Adjusted²: −0.12 (−0.42; 0.17) |
|                  | Crude: −0.28 (−0.57; 0.04) | Adjusted: −0.28 (−0.62; 0.07) | Adjusted²: −0.21 (−0.56; 0.14) |
| 20+ years        | Crude: −0.27 (−0.42; 0.08) | Adjusted: −0.17 (−0.46; 0.11) | Adjusted²: −0.12 (−0.42; 0.17) |
|                  | Crude: −0.21 (−0.57; 0.04) | Adjusted: −0.28 (−0.62; 0.07) | Adjusted²: −0.21 (−0.56; 0.14) |
| **Health trust / hospital** |                |                |                                   |
| Helse Bergen     | Ref. (Ref.); Ref. (Ref.) | Ref. (Ref.); Ref. (Ref.) | Ref. (Ref.); Ref. (Ref.) |
| Helse Stavanger  | Crude: 0.22 (0.02; 0.42) | Adjusted: 0.24 (0.04; 0.44) | Adjusted²: 0.09 (−0.12; 0.30) |
|                  | Crude: 0.40 (0.15; 0.64) | Adjusted: 0.39 (0.14; 0.64) | Adjusted²: 0.20 (−0.05; 0.45) |
| Helse Førde      | Crude: 0.04 (−0.31; 0.39) | Adjusted: 0.04 (−0.32; 0.39) | Adjusted²: 0.05 (−0.31; 0.40) |
|                  | Crude: 0.25 (−0.17; 0.68) | Adjusted: 0.31 (−0.12; 0.74) | Adjusted²: 0.29 (−0.13; 0.71) |
| Haraldsplass Deaconess Hospital | Crude: 1.11 (0.73; 1.50) | Adjusted: 1.10 (0.72; 1.49) | Adjusted²: 1.03 (0.64; 1.43) |
|                  | Crude: 1.22 (0.74; 1.70) | Adjusted: 1.19 (0.71; 1.67) | Adjusted²: 1.16 (0.68; 1.64) |
### Main position

| Position               | Ref. | Ref. | Ref. | Ref. | Ref. | Ref. |
|------------------------|------|------|------|------|------|------|
| Nurse                  | -0.14| -0.27| -0.27| 0.08 | -0.13| -0.09|
| (−0.36; 0.07)          | (−0.51; −0.03) | (−0.53; −0.01) | (−0.19; 0.35) | (−0.43; 0.17) | (−0.40; 0.22) |
| Consultant             | −0.18| −0.20| −0.20| −0.34| −0.24| −0.25|
| (−0.43; 0.08)          | (−0.47; 0.07) | (−0.48; 0.09) | (−0.64; −0.03) | (−0.57; 0.08) | (−0.59; 0.09) |
| Registrar              | −0.32| −0.42| −0.44| −0.51| −0.77| −0.74|
| (−0.64; 0.00)          | (−0.80; −0.03) | (−0.84; −0.05) | (−0.92; −0.10) | (−1.24; −0.30) | (−1.22; −0.27) |
| Junior doctor          | −0.09| −0.21| −0.39| −0.20| −0.59| −0.79|
| (−0.83; 0.66)          | (−1.02; 0.59) | (−1.19; 0.42) | (−1.16; 0.76) | (−1.61; 0.43) | (−1.80; 0.23) |
| Other                  | 0.13 | 0.21 | 0.12 | 0.58 | 0.70 | 0.48|
| (−0.53; 0.79)          | (−0.45; 0.87) | (−0.57; 0.81) | (−0.26; 1.42) | (−0.13; 1.54) | (−0.38; 1.35) |

### Department

| Speciality                              | Ref. | Ref. | Ref. | Ref. | Ref. | Ref. |
|-----------------------------------------|------|------|------|------|------|------|
| Medical specialities                    |      |      |      |      |      |      |
| Surgical specialities                   | 0.11 | 0.12 | 0.19 | 0.17 | 0.18 | 0.22|
| (−0.12; 0.34)                           | (−0.12; 0.35) | (−0.05; 0.43) | (−0.12; 0.45) | (−0.10; 0.47) | (−0.07; 0.51) |
| Anaesthesia or intensive care medicine  | 0.20 | 0.19 | 0.00 | 0.09 | 0.15 | 0.06|
| (−0.06; 0.46)                           | (−0.08; 0.46) | (−0.29; 0.29) | (−0.23; 0.42) | (−0.17; 0.48) | (−0.30; 0.41) |
| Psychiatry or addiction medicine        | 0.38 | 0.45 | 0.56 | 0.81 | 0.89 | 0.99|
| (0.11; 0.65)                            | (0.17; 0.72) | (0.27; 0.85) | (0.48; 1.15) | (0.55; 1.22) | (0.65; 1.34) |
| Other                                   | 0.44 | 0.46 | 0.53 | 0.07 | 0.12 | 0.21|
| (−0.01; 0.88)                           | (0.01; 0.90) | (0.08; 0.99) | (−0.48; 0.62) | (−0.43; 0.66) | (−0.34; 0.75) |

### Manager

| Manager | Ref. | Ref. | Ref. | Ref. | Ref. | Ref. |
|---------|------|------|------|------|------|------|
| No      | 0.13 | 0.16 | 0.19 | 0.30 | 0.42 | 0.40|
| (−0.12–0.39) | (−0.11; 0.42) | (−0.10; 0.47) | (−0.01; 0.61) | (0.10; 0.75) | (0.07; 0.73) |
| Yes     |      |      |      |      |      |      |

### Directly involved in treatment or care of COVID-19 patients

| Treatment | Ref. | Ref. | Ref. | Ref. | Ref. | Ref. |
|-----------|------|------|------|------|------|------|
| No        | 0.39 | 0.30 | 0.36 | 0.20 | 0.08 | 0.18|
| (0.21; 0.58) | (0.11; 0.50) | (0.15; 0.57) | (−0.03; 0.43) | (−0.16; 0.31) | (−0.07; 0.44) |
Redeployed or given new responsibilities due to COVID-19

|       | Ref. | Ref. | Ref. | Ref. | Ref. | Ref. |
|-------|------|------|------|------|------|------|
| No    | 0.46 | 0.40 | 0.41 | 0.63 | 0.51 | 0.56 |
| Yes   | (0.24; 0.68) | (0.17; 0.62) | (0.18; 0.64) | (0.36; 0.90) | (0.23; 0.79) | (0.28; 0.84) |

**Supplemental Table A:** Univariate and multivariate analyses for predictors of frequency of priority setting dilemmas and moral distress the previous two weeks ($n = 1,606$).

1. Adjusted for sex, age, years of experience and hospital trust.
2. Mutually adjustment for all variables included in table.