**Additional file 1. Nursing Work Index values obtained prior to the intervention**

|                              | Intervention units (n=60) | Control units (n=52) | p value |
|------------------------------|---------------------------|----------------------|---------|
| Nurse Participation          | 55.8%                     | 51.0%                | 0.26    |
| Nursing Foundations          | 57.0%                     | 60.2%                | 0.27    |
| Leadership Ability           | 84.2%                     | 83.8%                | 0.89    |
| Staffing and Resource Adequacy | 51.3%                   | 42.7%                | 0.02    |
| Nurse-Physician Relationships | 53.4%                     | 50.6%                | 0.43    |

*n: Number of nurses evaluated in each unit before the intervention*