S1 Table. Hierarchical regression analyses modelling the association between manager psychosocial safety climate, manager behaviour and mental health outcomes amongst ambulance personnel (valid full-time cases; n = 1172) \*.

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|  | **Manager Psychosocial Safety Climate (MPSC)** | **Manager Behaviour (MB)** |
|  | Beta (β) | r2 / sr2 | p value |  Beta (β) | r2 / sr2 | p value |
| **Symptoms of CMD (K6)** |  |  |  |
| Model 1: Unadjusted  | -.331  | r2 = 0.13 | p<.01 | Unadjusted -.248 | r2 = 0.06  | p<.01 |
| Model 2: +Dem  | -.386 | sr2 = 0.13 | p<.01 | +Dem -.260 | sr2 = 0.06 | p<.01 |
| **Well-being (SWEMWBS)** |  |
| Model 1: Unadjusted  | .350 | r2 = 0.12 | p<.01 | Unadjusted .316 | r2 = 0.10 | p<.01 |
| Model 2: +Dem  | .397 | sr2 = 0.13 | p<.01 | +Dem .322  | sr2 = 0.09 | p<.01 |

**\*** All values represent analyses with only **full-time** ambulance personnel employees selected (n = 1172 valid cases).

**Model 1:** Unadjusted.

**Model 2:** Adjusted for demographics (gender, age range, location, type of employment).