

Diverging trajectories of job demands, job resources, and psychological distress before long-term mental health-related sick leave among teachers¹

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1. Supplementary material
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Supplementary Table S1. Annual numbers of full-time elementary and junior high school teachers responding to the occupational stress survey, 2010–2023

Year	Elementary school		Junior high school		Total	Overall workforce response rate(%)
	men	women	men	women		
2010	751	1683	696	579	3709	62.1
2011	951	2049	892	768	4660	69.4
2012	1079	2279	1087	912	5357	84.4
2013	1041	2104	1002	832	4979	80.3
2014	1108	2197	1030	886	5221	82.9
2015	1096	2214	1026	892	5228	84.3
2016	1129	2218	1013	848	5208	84.8
2017	1175	2223	1021	838	5257	86.0
2018	1173	2219	1021	827	5240	85.1
2019	1163	2209	965	828	5165	86.1
2020	1217	2268	991	864	5340	87.8
2021	1196	2317	1037	904	5454	88.5
2022	1201	2389	1005	889	5484	88.5
2023	1263	2516	1026	910	5715	88.4

Footnote: Response rates refer to all employees eligible for the annual occupational stress survey in the municipal school system and not specifically to the elementary and junior high school teachers shown in the table.

Supplementary Table S2.

Number of observations in the three years preceding sickness absence

Time before sick leave	Observations (n)
3 years before	186
2 years before	210
1 year before	266
Within 365 days before leave	316

Footnote: Values represent the number of observations at each time point. The number of observations varies across time points due to the open cohort design and differences in data availability.

Supplementary Table S3.**Within-person associations of psychosocial work factors with K6 before long-term mental health-related sick leave**

Factor	Within-person b	95% CI	P	Between-person b	95% CI	P
Quantitative demands	0.534	0.294–0.775	<0.001	0.351	0.070–0.631	0.014
Qualitative demands	0.653	0.382–0.924	<0.001	0.842	0.527–1.158	<0.001
Job control	– 0.814	– 1.042– – 0.586	<0.001	– 1.319	– 1.606– – 1.031	<0.001
Supervisor support	– 0.489	– 0.707– – 0.271	<0.001	– 0.732	– 0.984– – 0.481	<0.001
Coworker support	– 0.531	– 0.752– – 0.310	<0.001	– 0.901	– 1.145– – 0.658	<0.001
Work engagement	– 2.017	– 2.652– – 1.382	<0.001	– 2.463	– 3.300– – 1.626	<0.001

Footnote:

b, unstandardized regression coefficient; CI, confidence interval. K6 score was the dependent variable. Within-person coefficients represent associations between deviations in each psychosocial work factor from the individual's own mean and concurrent K6 score. Between-person coefficients represent associations between the individual's mean level of each psychosocial work factor and K6 score. Each psychosocial work factor was examined in a separate linear mixed-effects model including the person-mean-centered factor and its corresponding person-level mean. Models included time, sex, and school type as fixed effects and a random intercept for individual.

