

## DATA SUPPLEMENT

**Table DS1** Univariate predictors of harmful alcohol use, impaired performance at work and intention to retire early in 1308 responders

Predictor	Hazardous use of alcohol (AUDIT score $\geq 8$ men; $\geq 7$ women) total 207 (17%)			Performance: irritable with colleagues <sup>1</sup> total 432 (33%)		Performance: irritable with patients <sup>1</sup> total 212 (16%)		Performance: reducing standards of care <sup>1</sup> total 221 (17%)		Early retirement (aged $\leq 55$ years) total 176 (18%)	
	n (%)	n (%)	OR (95% CI)	n (%)	OR (95% CI)	n (%)	(95% CI)	n (%)	OR (95% CI)	n (%)	OR (95% CI)
	<b>Gender<sup>2</sup></b>										
Male	1049 (81)	178 (19)	1.6 (1.0–2.4)	339 (33)	NS	167 (16)	NS	195 (19)	2.1 (1.3–3.2)	103 (13)	0.3 (0.4–1.0)
Female	251 (19)	29 (13)		91 (36)		43 (17)		25 (10)		73 (35)	
<b>Age, years<sup>3</sup></b>											
35 and under	52 (4)	7 (15)		13 (25)	Baseline	7 (14)	0.8 (0.7–1.0)	6 (12)	Baseline	10 (21)	Baseline
36–45	534 (41)	95 (19)	NS	203 (38)	1.4	103 (19)		103 (19)	1.4	115 (23)	1.1
46–55	473 (36)	75 (18)		157 (33)	1.3	72 (15)		81 (17)	1.4	51 (12)	0.5
> 55	242 (19)	30 (14)		57 (24)	0.7	28 (12)		30 (13)	0.9	NA	NA
<b>Marital status<sup>4</sup></b>											
Single	93 (7)	12 (15)		40 (43)	1.6 (1.1–2.5)	18 (19)		12 (13)		26 (32)	2.4 (1.4–3.9)
Married	1151 (89)	187 (18)	NS	363 (32)	Baseline	180 (16)	NS	198 (17)	NS	143 (16)	Baseline
Separated, divorced or widowed	56 (4)	8 (16)		27 (48)	2.0 (1.1–3.4)	12 (21)		10 (18)		7 (21)	1.3 (0.6–3.1)
<b>GHQ score<sup>5</sup></b>											
< 4	878 (68)	112 (14)	1.9 (1.4–2.6)	210 (24)	3.5 (2.7–4.4)	106 (12)	2.4 (1.8–3.2)	105 (12)	2.7 (2.0–3.6)	91 (14)	2.3 (1.6–3.2)
$\geq 4$	414 (32)	92 (24)		216 (52)		103 (25)		111 (27)		84 (27)	

GHQ, General Health Questionnaire; NS, not significant; NA, not applicable.

1. At least monthly in 6 months.

2. Female consultants were the reference category for gender.

3. The effect of age was modelled using a quadratic function to describe an inverse U-shaped relationship. We also give the resultant odds ratio for each age category, using under 35 years as the reference category.

4. Married/cohabiting consultants were the reference category for marital status.

5. GHQ score < 4 was the reference category for GHQ-12.