

Table 5 Demographic factors significantly influencing responses to individual Likert item as extracted by backward variable selection ordinal logistic regression at a threshold of $p \leq 0.05$.

<i>Variables</i>	<i>Mean response¹</i>	<i>Odds ratio²</i>	<i>95% CI</i>	<i>P value</i>
I enjoy working with animals				
Previous AWO/PWO training				
Yes	4.51	2.06	1.13-3.76	0.019
No	4.28	Ref		
Works with mammals				
Yes	4.45	2.85	1.52-5.32	0.001
No	4.05	Ref		
Welfare at slaughter is as good as it's going to get				
Gender				
Male	3.01	3.041	1.678-5.509	<0.0001
Female	2.48	Ref		
Time in industry		0.965	0.943-0.988	0.003
Up to now I feel I have not received enough welfare training				
Holds a CoC				
Yes	2.71	0.484	0.285-0.823	0.007
No	3.18	Ref		
Previous AWO/PWO experience				
Yes	2.52	0.408	0.227-0.731	0.003
No	3.11	Ref		
Livestock animals are all individuals, and each have their own personality				
Gender				
Male	3.9	0.514	0.291-0.908	0.22
Female	4.21	Ref		
Works with birds				
Yes	3.83	0.592	0.352-0.995	0.48

No	4.12	Ref		
It is important to me that animals have a 'life worth living'				
Gender				
Male	4.16	0.443	0.244-0.805	0.008
Female	4.47	Ref		
Previous AWO/PWO experience				
Yes	4.42	1.92	1.108-3.405	0.026
No	4.16	Ref		
Working in the slaughter industry gives me a feeling of accomplishment				
Role – Enforcement				
Yes	3.23	0.357	0.159-0.799	0.012
No	3.64	Ref		
Time in industry		1.032	1.008-1.057	0.008
I get upset when I see someone mistreat an animal				
Gender				
Male	4.48	0.435	0.218-0.866	0.018
Female	4.68	Ref		
Time in industry		1.044	1.014-1.074	0.0002
All abattoir staff handling animals should receive welfare training				
Works with mammals				
Yes	4.71	2.353	1.2-4.613	0.013
No	4.44	Ref		
I feel that in the slaughter industry 'Production is everything'				
Role – Stockperson				
Yes	3.5	2.689	1.314-5.502	0.007
No	2.89	Ref		
Public concern about the welfare of animals is exaggerated				
Holds a CoC				
Yes	3.36	1.704	1.014-2.859	0.043

No	3.02	Ref		
I try to emotionally detach from my day-to-day job				
Role-Enforcement				
Yes	3.45	2.239	1.051-4.766	0.037
No	2.97	Ref		
Stressing an animal at an abattoir doesn't matter- they are going to be slaughtered anyway.				
Works with mammals				
Yes	1.36	0.484	0.245-0.954	0.036
No	1.65	Ref		
I am very concerned about the pain and suffering of animals				
Works with mammals				
Yes	4.03	2.292	1.269-4.142	0.006
No	3.58	Ref		

¹ Likert scale from 1 (strongly disagree) to 5 (strongly agree)

² Probability of differing significantly from the reference category (Ref). Derived from backwards selection multivariable ordinal logistic regression models.