

## Supplementary Online Content

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This supplementary material has been provided by the authors to give readers additional information about their work.

**eAppendix 1.** Number of Respondents Overall and by Clinical Occupation and Year

<b>Year</b>	<b>Total respondents</b>	<b>Possible respondents</b>	<b>Response rate</b>	<b>Health care respondents</b>
2018	210057	341144	61.57%	123271
2019	224891	351723	63.94%	132614
2020	253394	364113	69.59%	151376
2021	251925	371341	67.84%	148772
2022	262120	375174	69.87%	152110
2023	293164	394646	74.29%	169448

\* Exact number of possible healthcare respondents unknown

## eAppendix 2. Individual-Level Measures From the Survey

### Stress.

How much stress has the COVID-19 pandemic added to your day-to-day work?

Response options: 1 = None, 2 = Minimal, 3 = Moderate, 4 = High, 5 = Extreme

### Burnout

I feel burned out from my work

I worry that this job is hardening me emotionally

Response options: 0 = Never, 1 = A few times a year or less, 2 = Once a month or less, 3 = A few times a month, 4 = Once a week, 5 = A few times a week, 6 = Every day

### Telework.

How often do you telework?

2018-2019	2020-2023
I do not telework <sup>a</sup>	I do not telework because I choose not to <sup>a</sup>
I telework on occasion <sup>b</sup>	I do not telework because I cannot perform my job duties from home <sup>a</sup>
I telework a majority of the time <sup>c</sup>	I do not telework because I have not been approved to do so even though I could perform my job duties from home <sup>a</sup>
I telework full-time <sup>c</sup>	I telework less than 1 day per week <sup>b</sup>
	I telework 1 - 2 days per week <sup>b</sup>
	I telework 3 - 4 days per week <sup>c</sup>
	I telework 5 days per week <sup>c</sup>

Note: <sup>a</sup> coded as “none”; <sup>b</sup> coded as “partial”; <sup>c</sup> coded as “majority”

### States included in geographic regions

1. New England: Connecticut; Maine; Massachusetts; New Hampshire; Rhode Island; Vermont
2. Middle Atlantic: New Jersey; New York; Pennsylvania
3. East North Central: Indiana; Illinois; Michigan; Ohio; Wisconsin
4. West North Central: Iowa; Kansas; Minnesota; Missouri; Nebraska; North Dakota; South Dakota
5. South Atlantic: Delaware; District of Columbia; Florida; Georgia; Maryland; North Carolina; South Carolina; Virginia; West Virginia
6. East South Central: Alabama; Kentucky; Mississippi; Tennessee
7. West South Central: Arkansas; Louisiana; Oklahoma; Texas
8. Mountain: Arizona; Colorado; Idaho; Montana; New Mexico; Nevada; Utah; Wyoming
9. Pacific: Alaska; California; Hawaii; Oregon; Washington

## Appendix C.

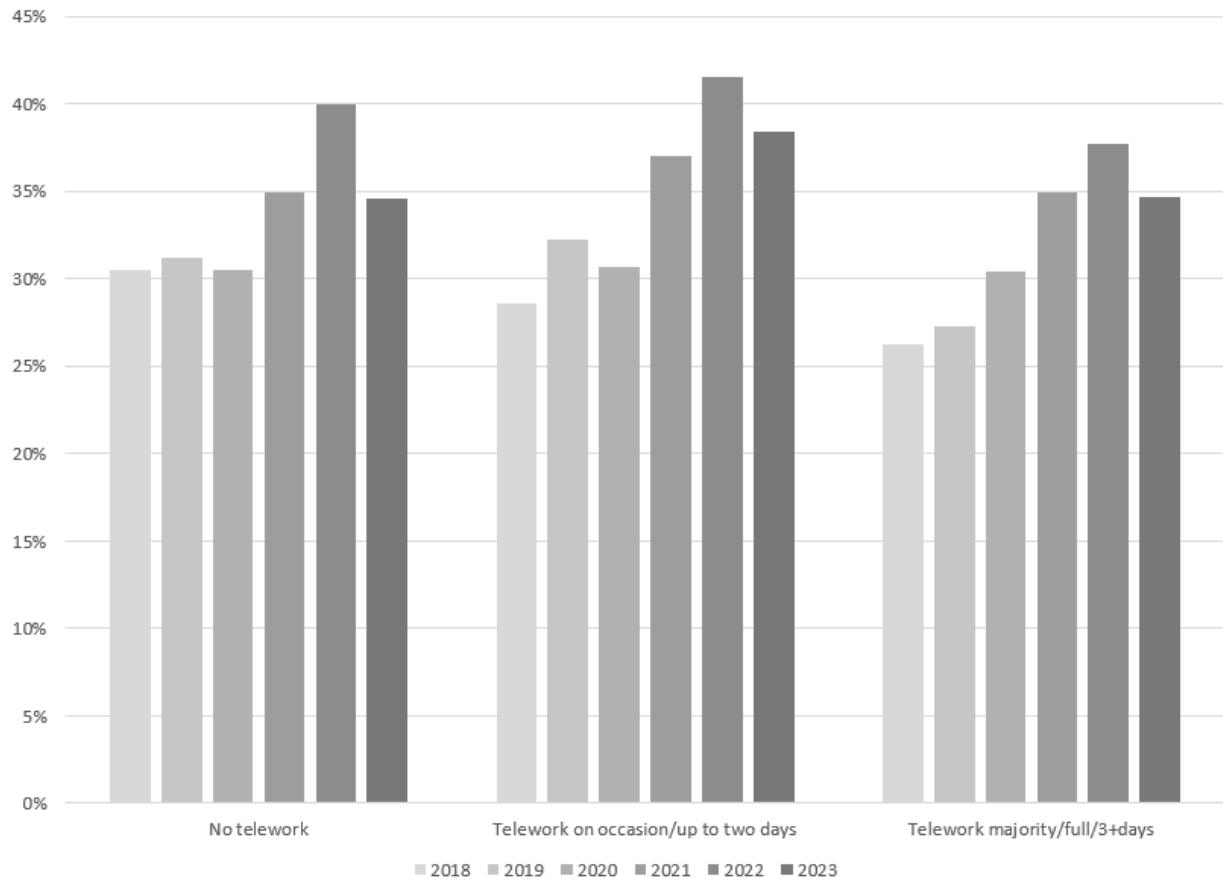
**eTable 1.** Burnout by Primary Service Area Trends in the VHA

<b>Primary Service</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Administrative	28.4%	29.2%	30.4%	35.0%	38.9%	34.5%
Dental	30.7%	33.5%	30.2%	38.3%	43.9%	39.6%
Emergency medicine	30.6%	34.5%	29.7%	34.5%	43.3%	35.2%
Home/community care	26.5%	28.0%	26.5%	29.8%	34.1%	32.5%
Imaging	27.6%	27.8%	26.7%	30.0%	33.8%	29.6%
Intensive/critical care unit	27.3%	28.6%	30.4%	31.3%	39.7%	32.5%
Laboratory and pathology	34.6%	34.2%	35.6%	40.5%	46.6%	39.0%
Medical specialty	27.5%	27.7%	25.6%	31.0%	34.3%	30.9%
Mental health	30.5%	32.3%	32.8%	39.1%	42.5%	38.2%
Community Living Center	31.6%	32.7%	30.7%	36.7%	38.9%	36.3%
Pharmacy	35.3%	37.0%	33.8%	39.6%	46.3%	40.0%
Primary care	36.5%	37.1%	38.8%	43.2%	47.2%	42.5%
Rehabilitation services	27.1%	27.4%	25.5%	30.1%	35.5%	34.1%
Spinal cord injury	29.9%	31.9%	29.8%	34.9%	43.3%	36.5%
Surgery, anesthesiology, or surgical specialty	27.1%	26.1%	24.8%	29.3%	33.1%	28.3%
Acute care inpatient	31.2%	32.4%	31.2%	36.4%	44.5%	37.3%
Optometry			32.0%	34.6%	42.4%	41.7%
Other clinical service	27.8%	28.6%	27.7%	30.6%	35.0%	30.8%

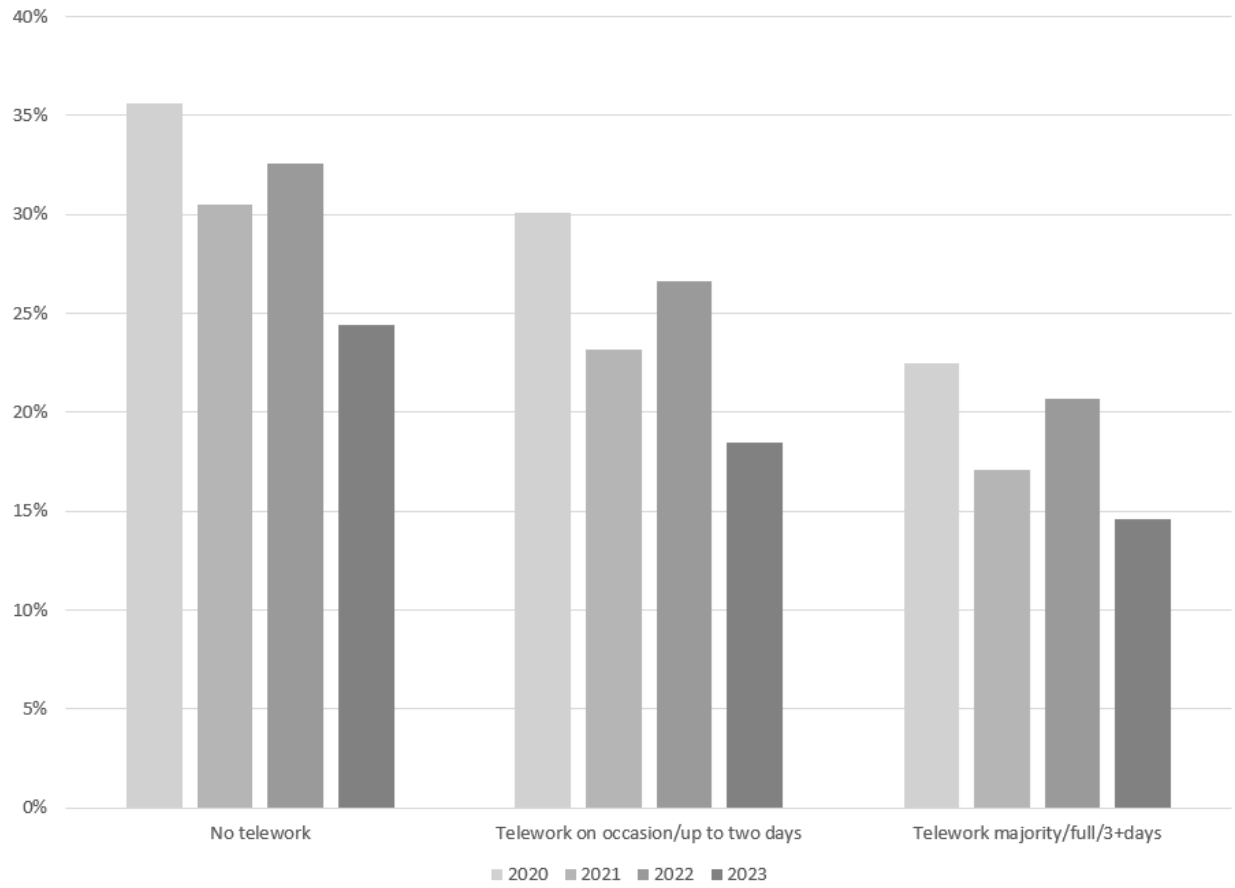
**eTable 2.** COVID-19 Professional Stress Trends by Main Service Provided in the VHA

<b>Primary service</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Administrative	32.2%	25.8%	26.9%	18.1%
Dental	36.7%	31.7%	31.5%	26.2%
Emergency medicine	45.8%	42.9%	45.5%	32.6%
Home/community care	24.9%	20.0%	24.6%	17.6%
Imaging	30.9%	25.0%	26.0%	20.2%
Intensive/critical care unit	48.6%	48.5%	47.1%	35.7%
Laboratory and pathology	35.1%	32.0%	36.7%	27.3%
Medical specialty	29.5%	25.0%	27.3%	20.9%
Mental health	30.1%	23.7%	26.5%	18.5%
Community Living Center	39.6%	36.5%	42.1%	33.9%
Pharmacy	26.2%	23.1%	26.2%	19.1%
Primary care	33.3%	26.9%	30.1%	21.3%
Rehabilitation services	29.7%	22.1%	24.8%	17.4%
Spinal cord injury	34.8%	30.6%	33.2%	26.8%
Surgery, anesthesiology, or surgical specialty	33.7%	25.2%	26.2%	20.5%
Acute care inpatient	40.0%	38.4%	39.7%	29.6%
Optometry	29.9%	22.3%	17.5%	13.6%
Other clinical service	30.0%	23.4%	26.6%	19.2%

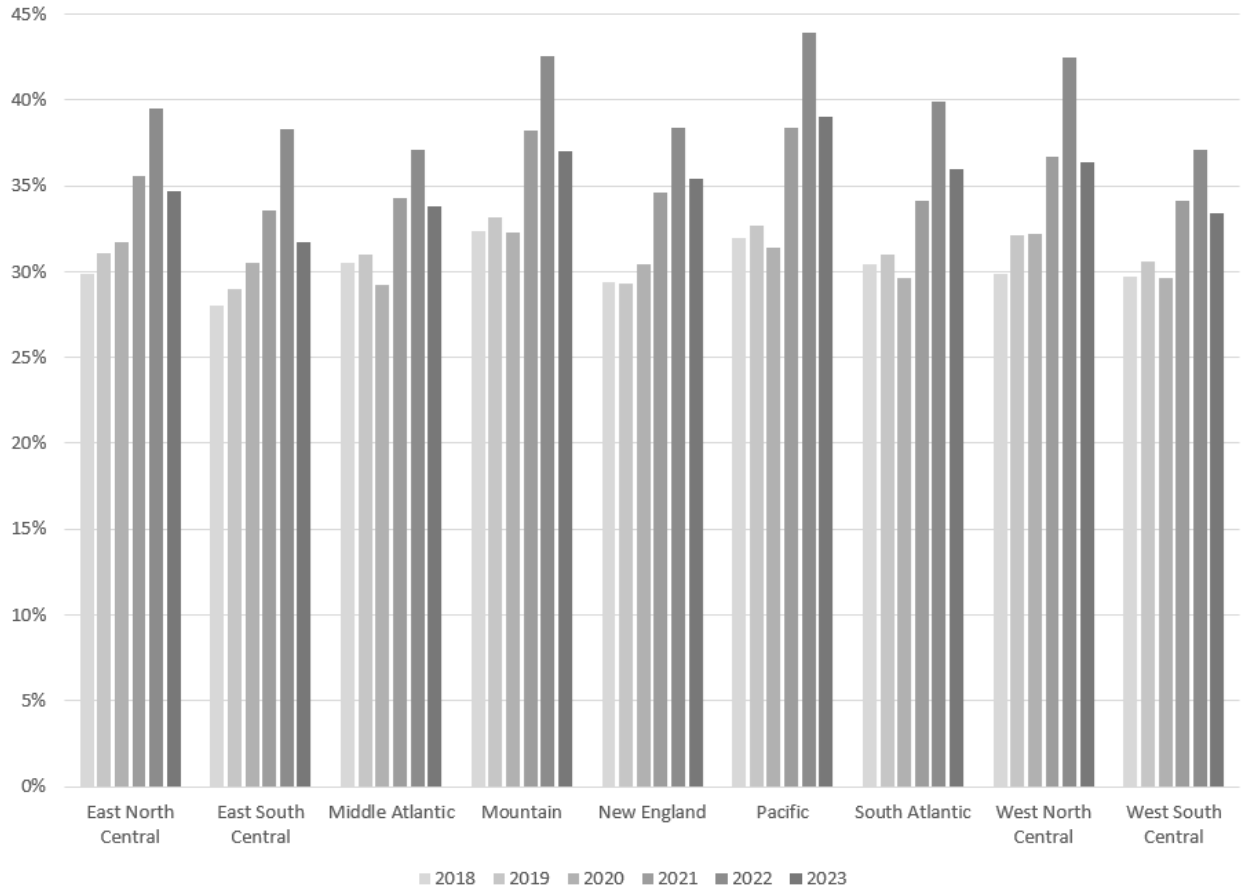
**eFigure 1.** Burnout by Telework Trends in the VHA



**eFigure 2.** COVID-19 Professional Stress Trends by Telework in the VHA



**eFigure 3. Burnout Trends by Geography in the VHA**



**eFigure 4. Professional Stress Trends by Geography in the VHA**

