Table 3 All responses to Likert item questions as percent % (n)

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I enjoy working with animals	0	0.5% (1)	11.6% (25)	40.5% (87)	47.4% (102)
Welfare at slaughter is as good as it's going to get	6.5% (14)	37.2% (80)	26.5% (57)	23.3% (50)	6.5% (14)
Up to now I feel I have not received enough welfare training	7.4% (16)	28.4% (61)	33% (71)	26.5% (57)	4.7% (10)
Working in the slaughter industry is a stressful job	0.9% (2)	16.5% (35)	29.7% (63)	37.7% (80)	15.1% (32)
Current animal welfare legislation is too lenient	3.3% (7)	32.9% (69)	46.2% (97)	17.1% (36)	0.5% (1)
I am willing to spend more money on welfare friendly food products	1.4% (3)	11.3% (24)	27.7% (59)	50.2% (107)	9.4% (20)
Livestock animals are all individuals, and each have their own personalities	0	6.5% (14)	22% (47)	38.8% (83)	32.7% (70)
Time constraints mean that stock handlers do not have time to correctly handle livestock	8.9% (19)	30.8 (66)	31.3% (67)	24.8% (53)	4.2% (9)
It is important to me that animals have 'a life worth living'	0.5% (1)	3.3% (7)	10% (21)	44.1% (93)	42.2% (89)
Working in the slaughter industry gives me a feeling of accomplishment.	1.4% (3)	4.8% (10)	38.9% (81)	44.2% (92)	10.6% (22)
I get upset when I see someone mistreat an animal	1.4% (3)	0.9% (2)	4.3% (9)	31.8% (67)	61.6% (130)

Statement					
All abattoir staff handling animals should receive welfare training	0	1.4% (3)	2.4% (5)	26.5% (56)	69.7% (147)
I feel that in the slaughter industry 'Production is everything'	12.8% (27)	21.8% (46)	26.1% (55)	33.2% (70)	6.2% (13)
Animals feel pain just like humans do.	1% (2)	4.3% (9)	7.6% (16)	36.7% (77)	50.5% (106)
Public concern about the welfare of animals is exaggerated	6.7% (14)	15.2% (32)	37.1% (78)	33.3% (70)	7.6% (16)
I try to emotionally detach from my day to day job.	4.8% (10)	22.5% (47)	41.1% (86)	27.3% (57)	4.3% (9)
I get easily frustrated when working with animals.	31.9% (67)	43.8% (92)	18.6% (39)	4.3% (9)	1.4% (3)
Stressing an animal at an abattoir doesn't matter – they are going to be slaughtered anyway.	72% (152)	19.4% (41)	2.8% (6)	2.8% (6)	2.8% (6)
I am very concerned about the pain and suffering of animals.	7.6% (16)	5.2% (11)	10% (21)	42.7% (90)	34.6% (73)
CCTV is an effective way to improve animal welfare at slaughter	1.4% (3)	6.7% (14)	13.9% (29)	44.7% (93)	33.2% (69)

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 ≤ 0.05.**

Variables	Mean response[1]	Odds ratio[2]	95% CI	P value
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.