**Supplementary Table 3: Moral conflicts associated with PMIDE categories**

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| **PMIDE categories** | **Moral conflicts** |
| ‘Risk of contracting or transmitting COVID-19’ | Balancing duty to patients and duty to oneself and loved ones |
| ‘Inability to work on the frontlines’ | Unable to fulfill duty to colleagues due to external constraints  |
| ‘Provision of suboptimal care’  | Unable to fulfill duty to patients due to external constraints |
| ‘Care prioritization and resource allocation’ | Unable to fulfill duty to patients due to external constraints |
| ‘Perceived lack of support and unfair treatment by their organization’ | HCWs risking their lives for an organization who does not protect them |
| ‘Stigma, discrimination, and abuse’ | HCWs risking their lives for the public who unfairly treats them |