

**Supplementary material.** Evaluating a multimodal, clinical and work-directed intervention (RTW-PIA) to support sustainable return to work among employees with mental disorders: study protocol of a multicentre, randomised controlled trial | **Appendix I.** Overview of further measurements applied to the online surveys

		Time of measurement				
Job and RTW-related measures (self-rated):	Instrument	T0	T1	T2	T3	T4
RTW-specific						
RTW to previous workplace	self-developed	-	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
RTW to previous business	self-developed	-	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Total days of sickness absence days after RTW (numeric input)	TiC-P; self-developed	-	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Incapacity to work						
Total number of sickness absence days (up to the date of baseline completion)	TiC-P; self-developed	X	-	-	-	-
Total days of sickness absence days within the last 12 month (numeric input)	TiC-P; self-developed	X	-	-	-	-
Total days of sickness absence days since the last survey (numeric input)	TiC-P; self-developed	-	X	X	X	X
Work related						
Contract of employment (limited / unlimited)	self-developed	X	-	-	-	-
Contractually agreed working days and - hours/week	self-developed	X	-	-	-	-
Management function and responsibility	self-developed	X	-	-	-	-
Company size	self-developed*	X	-	-	-	-
Change of workplace	self-developed	-	X	X	X	X
Changes of contractually agreed working days and - hours/week	self-developed	-	X	X	X	X
Perceived management’s concern for the workers' psychological health	PSC-4	X	-	-	-	-
Quantitative and workplace demands	COPSOQ	X	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Physical demands	COPSOQ	X	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Influence at work	COPSOQ	X	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Support from colleagues	COPSOQ	X	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Support from supervisor	COPSOQ	X	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Supervisor change in the meantime	self-developed	-	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Quality of leadership	COPSOQ	X	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Work privacy conflict	COPSOQ	X	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Insecurity at work	COPSOQ	X	X	X	X	X
Thoughts of jobsite change	COPSOQ	X	X	X	X	X
Gradual Return to Work (GRTW) process (Stufenweise Wiedereingliederung; STWE - Gradual RTW)						
Awareness of GRTW-Term and recommendation	self-developed	X	-	-	-	-
Consideration to accept GRTW	self-developed	X	X	X	X	X
GRTW-Rejection reasons (Multiple answers)	self-developed	X	X	X	X	X
Date of official GRTW start	self-developed	-	X	X	X	X
Current state of GRTW	self-developed	-	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>
Period of time	self-developed	-	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>
Possible conversation execution with employer before start of GRTW	self-developed	-	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>
GRTW time schedule	self-developed	-	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>
GRTW content planning	self-developed	-	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>
Possible GRTW-feedback conversation execution (Multiple answers)	self-developed	-	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>
Self-assessment of task distribution during GRTW (possible over-/underload)	self-developed	-	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>
Duration of GRTW	self-developed	-	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>
Overall self-rated helpfulness of GRTW	self-developed	-	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>	X <sup>a</sup>

T0, Baseline; T1, 6 months -; T2, 12 months -; T3, 18 months -; T4, 24 months after completion of baseline assessment. COPSOQ, Copenhagen Psychosocial Questionnaire; PSC-4, Psychosocial Safety Climate; TiC-P, Trimbos and Institute of Medical Technology Assessment Cost Questionnaire for Psychiatry. <sup>1</sup> Only applied if participant did return to work; <sup>a</sup> only applied if participant started a gradual RTW since the last survey. \* in accordance with small and medium-sized enterprise EU-definition

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"RTW/BEM" process (Betriebliches Eingliederungsmanagement; BEM - Workplace integration management process)						
Awareness of BEM-Term	self-developed	X	-	-	-	-
BEM - Availability at work	self-developed	X	-	-	-	-
Receipt of a BEM-offer	self-developed	X	X	X	X	X
Consideration to accept BEM	self-developed	X	-	-	-	-
BEM-Rejection reasons (Multiple answers)	self-developed	X	X <sup>b</sup>	X <sup>b</sup>	X <sup>b</sup>	X <sup>b</sup>
Date of BEM-offer	self-developed	-	X <sup>b</sup>	X <sup>b</sup>	X <sup>b</sup>	X <sup>b</sup>
First BEM-meeting	self-developed	-	X <sup>b</sup>	X <sup>b</sup>	X <sup>b</sup>	X <sup>b</sup>
Attendees/Conversation partners within BEM meeting (Multiple answers)	self-developed	-	X <sup>b</sup>	X <sup>b</sup>	X <sup>b</sup>	X <sup>b</sup>
BEM acceptance	self-developed	-	X <sup>b</sup>	X <sup>b</sup>	X <sup>b</sup>	X <sup>b</sup>
Possible implemented BEM measures (Multiple answers)	self-developed	-	X <sup>c</sup>	X <sup>c</sup>	X <sup>c</sup>	X <sup>c</sup>
Completion of BEM	self-developed	-	X <sup>c</sup>	X <sup>c</sup>	X <sup>c</sup>	X <sup>c</sup>
Overall self-rated helpfulness of BEM	self-developed	-	X <sup>c</sup>	X <sup>c</sup>	X <sup>c</sup>	X <sup>c</sup>
RTW measures						
Helpful/necessary work accommodation needs (Multiple answers)	self-developed	X	-	-	-	-
Main reasons for no RTW (yet) (Multiple answers)	self-developed	-	X	X	X	X
Further implemented measures (Multiple answers)	self-developed	-	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Other						
First diagnosis	ICD-10	X	-	-	-	-
Cause of illness	Adapted from WS	X	-	-	-	-
Actual work situation (e.g. (early-)retirement, full pension, unemployment)	self-developed	-	X	X	X	X
Application for reduced earning capacity pension	Adapted from SIBAR	X	X	X	X	X
Application for partial disability pension	Adapted from SPE-Scale	-	X	X	X	X
Incivility	WIS	X	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Perceived stress	PSS-10	X	X	X	X	X
Recovery	FABA	X	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>	X <sup>1</sup>
Self-related overall health	SOEP	X	X	X	X	X
Morbidity	WAI	X	-	-	-	-
Sickness presentism	TiC-P	X	X	X	X	X
Type of health insurance (private, statutory)	self-developed	X	-	-	-	-
Treatment						
Treatment (in-/outpatient, day clinic,...)	self-developed	X	-	-	-	-
Work-relatedness discussed during stay in the clinic (or treatment)	self-developed	X	-	-	-	-
Treatment (in-/outpatient)	self-developed	-	X	-	-	-
Clinic discharge	self-developed	-	X	-	-	-
Healthcare utilisation	TiC-P	X	X	X	X	X

T0, Baseline; T1, 6 months -; T2, 12 months -; T3, 18 months -; T4, 24 months after completion of baseline assessment. FABA, Questionnaire for the Analysis of Stress-relevant Coping with Demands (German: Fragebogen zur Analyse belastungsrelevanter Anforderungsbewältigung); SIBAR, Screening Instrument Work and Occupation (German: Screening-Instrument zur Messung des Bedarfs an berufsbezogenen Behandlungsangeboten in der medizinischen Rehabilitation); SOEP: The German Socio-Economic Panel Study; PSS: Perceived Stress Scale; SPE-Scale, Subjective Prognostic Employment Scale; TiC-P, Trimbos and Institute of Medical Technology Assessment Cost Questionnaire for Psychiatry; WAI: Work Ability Index; WIS, Workplace Incivility Scale; WS. Würzburger Screening. <sup>1</sup> Only applied if participant did return to work; <sup>b</sup> only applied if participant received an offer for an operational integration management since the last survey; <sup>c</sup> only applied if participant accepted the operational integration management offer.