

**Additional File 4: Workwell trial: NPT constructs mapped to participants and employer topic guide Hammond et al, 2022.**

Normalisation Process Theory Constructs	Participants	Participants' employers
<p>1. <b>Coherence</b> (how the work that defines and organizes work rehabilitation assessment and intervention is understood, made meaningful and invested in at individual and collective levels)</p> <p>1.1. Differentiation 1.2. Communal specification 1.3. Individual specification 1.4. Internalisation</p>	<p>Can you describe the work problems you discussed at your first meeting?</p> <p>Can you describe what happened in the following meetings?</p> <p>Can you describe the advice or support they gave you for each of your work problems?</p>	<p>What are your views about the work assessment and support provided by the Therapist to your employee?</p> <p>What types of assistance do you know the therapist provided?</p>
<p>2. <b>Cognitive participation</b> (commitment to and engagement of the participant with the intervention)</p> <p>2.1. Initiation 2.2. Enrolment 2.3. Legitimation 2.4. Activation</p>	<p>Have you made any practical changes in your workplace since your appointments with the occupational therapist?</p> <p>If you have made changes, please can you describe the changes you have made at work?</p> <p>How long did it take you to make the changes?</p> <p>How helpful or not helpful were these changes?</p> <p>Have you made any changes in the way you do your work? (Such as taking short breaks, relaxation methods, stress management techniques, disclosing the condition to colleagues)</p>	<p>How helpful or not were these different elements? (The employer will be asked to expand on their views related to these different elements).</p> <p>Was there any advice/ assistance that you consider was unnecessary? If yes, what, and why?</p>

	<p>Can you describe what the relationship was like between you and your occupational therapist?</p> <p>What support have you received from your employer/line manager to help you stay in work?</p> <p>Can you describe any support you have received from your work colleagues?</p> <p>Are there any changes you have made to your home routines to help you stay in work? Did this come about because of having the workwell appointments?</p> <p>Are there any changes you have made to your social / leisure activities to help you stay in work? Did this come about because of having the workwell appointments?</p> <p>Are there any other factors which have helped?</p>	
<p>3. <b>Collective action</b> (the work needed to implement the intervention, and anticipated pay-off (or cost) this work may bring)</p> <p>3.1. Interactional workability</p> <p>3.2. Relational integration</p> <p>3.3. Skillset workability</p> <p>3.4. Contextual integration</p>	<p>Can you describe what helped you make these changes?</p> <p>What were the immediate benefits of making the changes, if any?</p> <p>What do you think will be the longer-term benefits or losses, if any?</p> <p>If you have not made changes, please can we explore this further – why do you feel you have not been able to make any practical changes</p>	<p>Was there any advice/ assistance you would have liked to your employee to receive but they did not? If yes, what, and why?</p> <p>Was there any other advice/ assistance you would have liked to receive as the employee’s line manager/employer? (e.g., practical; resource information; general information about arthritis)</p>

	<p>Can you tell me what the experience of getting to your WORKWELL appointments was like?</p> <p>What are your views about the way the appointments were delivered? i.e., can you describe how your experiences with the face-to-face / telephone / video appointments?</p>	
<p>4. <b>Reflexive monitoring</b> (Participants' / employers' individual and collective on-going formal and informal appraisal of the intervention)</p> <p>4.1. Systemisation</p> <p>4.2. Communal appraisal</p> <p>4.3. Individual appraisal</p> <p>4.4. Reconfiguration</p>	<p>Do you think it was appropriate for the Rheumatology team to provide you with help about work issues?</p> <p>Was the work programme you received right for you? Why? Why not?</p> <p>Was the investment in terms of your time worthwhile? Why? Why not?</p> <p>Can you describe any advice / assistance you felt were unnecessary, or would have liked to receive but did not?</p> <p>What could be improved or done differently?</p> <p>Are there any other comments you would like to make about the work support provided?</p>	<p>Was there any other advice/ assistance you would have considered beneficial for the employee's work colleagues/others in the workplace to have received?</p> <p>Are there any other comments you would like to make about the work support provided?</p>