

Table SI. Process components per level and their definition, the data collection method and the time of measurement

Component	Definition	Data collection method	Time of measurement
Dose delivered			
Occupational nurse level	At least one education session and proportion of working group meetings given	Minutes and log book	During intervention period of every department
Working group level	Proportion of solutions implemented and performed tasks as a role model	Questionnaire	6 months after baseline
Fidelity			
Occupational nurse level	Extent to which intervention protocol of the participatory working groups was followed	Minutes	During intervention period of every department
Reach			
Working group level	Proportion of working groups and the number of working group members	Log book	Baseline
Employee level	Percentage of the total study population who noticed the multifaceted implementation strategy	Questionnaires	6 months and 9 months after baseline
Dose received			
Working group level	Proportion of working group members who followed all 3 working group meetings and proportion who followed the role model training	Questionnaire	6 months after baseline
Employee level	Percentage who actively engaged into the multifaceted implementation strategy	Questionnaire	6 months and 9 months after baseline
Satisfaction			
Working group level	Satisfaction with meetings, method and barriers/solutions	Questionnaire	During intervention period and 6 months after baseline
Employee level	Satisfaction with multifaceted implementation strategy	Questionnaire	6 months and 9 months after baseline