

Table SIV. Intervention costs, benefits, net benefits (NB), benefit cost ratio (BCR) and return-on-investment (ROI) per participant

Analysis	Sample size		Costs (€)		Financial return				Probability
	I	C	Total (95% CI)	Benefits Total (95% CI)	NB ^a (95% CI)	BCR ^b (95% CI)	ROI (%) ^c (95% CI)		
Main analysis – imputed dataset	876	773	114 (NA)	–3,204 (–2,515 to –3,920)	–3,318 (–3,990 to –2,579)	–28.1 (–34.0 to –21.7)	–2,914 (–3,505–2,265)	0.12	
SA1 – WHO-HPQ	876	773	114 (NA)	–340 (–1,253–577)	–454 (–1,352 to 479)	–3.0 (–11.9–5.2)	–399 (–1,188–421)	0.36	
SA3 – excluding presenteeism	876	773	114 (NA)	–472 (–1,050 to –62)	–585 (–1,106–12)	–4.1 (–8.7–1.1)	–514 (–972–11)	0.34	

Costs are expressed in 2011 €. Financial returns are positive if the following criteria are met: NB > 0, BCR > 1 and ROI > 0.

^aAmount of money returned after intervention costs are recovered. ^bAmount of money returned per € invested in the intervention. ^cPercentage of profit per € invested in the intervention.

SA: sensitivity analysis (SA1: first, SA2: second, SA3: third); WHO-HPQ: World Health Organization Health and Work Performance Questionnaire; CI: confidence interval, NB: net benefit, BCR: benefit cost ratio, I: intervention, C: control; NA: not applicable.