

Table 2 Employer and participant reported outcomes

Data collection	Measurement Methods	Details	T0	T1	T2
Employer-reported outcomes					
i.Organisation (at recruitment)					
	Online survey/email	Data collected by online survey/email (i) and secure data transfer (ii). Employment setting characteristics: Sector, type, and size, number of staff, role of the 'gatekeeper' employee representative, organisations views towards organisations workplace culture, description of TAU, existing provisions to support staff with long-term health conditions.	✓	✓	✓
ii.Sickness absence rates					
	Employer records	About participating employees (with consent).	✓	✓	✓
Participant-reported outcome measures (PROMs)					
i.Socio-demographic					
	Age	Data collected by online survey. Continuous measure (≥18 years).	✓	✓	✓
	Gender	Female/male/prefer not to say/self-definition (FT).	✓	✓	✓
	Ethnic Group	White/ Black- Caribbean/ Black-African/ Black-other/ Indian/ Pakistani/ Bangladeshi/ Chinese/ Other (FT).	✓	✓	✓
	Marital Status	Married or civil partnership/ single/ living with a partner/ widowed/ divorced/ prefer not to say.	✓	✓	✓
	Living arrangements status	Alone/ with family or significant others/ other.	✓	✓	✓
	School leaving age	Continuous variable.	✓	✓	✓
	Direct transfer from school to full-time education/ university	Yes/ no.	✓	✓	✓
	Educational attainment	5 classes: GCSE's, A levels, Vocational, University degree, Professional.	✓	✓	✓
	Household income weekly total (£)	8 classes: 0-99/ 100-149/ 150-249/ 250-349/ 350-449/ 450-599/ 600-749/ ≥750.	✓	✓	✓
ii. Health					
Pain (present)	Numerical rating scale [137]	Continuous scale 0-10. 'On a scale from 0 to 10, where 0 is no pain and 10 is the worst pain you've experienced, at this moment, what number represents your overall pain level?'	✓	✓	✓
Pain duration		Years and months.	✓	✓	✓
Comorbidities		9 morbidities: present/ absent/ not sure. Morbidities: high blood pressure; heart problems; diabetes; kidney disease; stroke or TIA; arthritis; asthma or lung conditions; anxiety or depression; liver or stomach problems; other (FT).	✓	✓	✓
Height and weight	Metric or imperial	Calculation of Body Mass Index [Weight (kg) / height ² (m)].	✓	✓	✓

iii. Employment characteristics from employee

Sector, size and type of employing organisation, assessment of their perception of organisation culture, and which TAU services or support they have accessed via their employer (TAU may consist of (but is not limited to) any combination of the following: occupational health, counselling, line manager support, signposting to education about factors that may have positive or negative effects on chronic pain).

Current employment status.

Work Transitions Index (WTI) (part 1) [138]	12 classes: Full time/part-time/ leave of absence/ short-term sickness/ long-term sickness/ unemployed/ not employed/ retired/ early retirement on grounds of ill health/ homemaker/ other (FT). Sick leave: start date.	✓	✓	✓
Job skill level 1-4 (UK standard Occupational Classification [116]	Job title and industry and number of paid hours 1/52. Main and up to 3 other jobs.	✓	✓	✓
Total hours, and work pattern.	Average 1/52. Contracted and actual. Number of working days 1/7.	✓	✓	✓
Sole income status	Yes/ no.	✓	✓	✓
Job sector classification [139]	Standard Occupational Classification: 9 major classes	✓	✓	✓
Self-employment status	Yes/ no.	✓	✓	✓
Employment duration	Months, years.	✓	✓	✓
Employee contract status	Permanent/ fixed term / zero hours/ agency/ casual, freelance.	✓	✓	✓
Self-employed role	Sole trader/ owner/ freelancer/ other (FT).	✓	✓	✓
Job Responsibilities	9 items: 1-5 scale: work patterns and location.	✓	✓	✓
Organisation size	5 classes: 1 person/ micro (2-9)/ small (10-49)/ medium (50-249)/ large (≥250).	✓	✓	✓
Trade union membership (or similar)	Yes/ no/ prefer not to say.	✓	✓	✓
Occupation Health presence at main workplace	Yes/ no / don't know/ not applicable.	✓	✓	✓
Use of work-related support	8 classes: support and other (FT) in the last year.	✓	✓	✓
Job satisfaction [116]	1 item: 1-5 scale to measure perceived job satisfaction.	✓	✓	✓
Job stressfulness [117]	1 item: 1-5 scale to measure perceived job stress.	✓	✓	✓
Sickness absence	1 item: 5 classes: number of sickness absence days in last year: No time/ <5 days/ 5-20 days/ >20 days/ not working.	✓	✓	✓
Turnover intentions [140]	1 item: Yes/ no.	✓	✓	✓
Work Ability Index [112]	1 item: 0-10 rating: compared to lifetime best, current work ability.	✓	✓	✓

iv. Work-related PROMs

Presenteeism

Work Limitations Questionnaire (WLQ) [105]	25 items: percentage time (in last 2/52) limited in: physical work demands, time demands, mental-interpersonal demands and output demands (0-4 scale of 0 to 100%).	✓	✓	✓
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Work productivity and activity impairment

Current employment status.		✓	✓	✓
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	Work Productivity and Activity Impairment Questionnaire: General Health V2.0 (WPAI:GH) [108]	In last 1/52: number of hours missed due to health problems. In last 1/52: number of hours missed not due to health problems. In last 1/52: number of hours worked. 1 item: rank 0-10: how much health problems affected work productivity, in last 1/52. 1 item: rank 0-10: how much health problems affected ability to perform regular daily activities, in last 1/52.	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓
Work self-efficacy	Work Self-Efficacy Scale (WSE-S) [114]	3 items: rank 0-10: at present, confidence in: ability to work, manage condition at work, working not making condition worse. 3 items: rank 0-10: over next year, motivation to work, importance of continuing work, confidence of continuing work.	✓ ✓	✓ ✓	✓ ✓
Social support at work	Demand Control Support Questionnaire (DCSQ) (Social Support at Work sub-scale) [119]	6 items: 1-4 scale. Measuring perceived atmosphere at work, relationship with and perceived support from co-workers and superiors.	✓	✓	✓
v. Psychological and Health-Related Quality of Life (HRQoL) PROMs					
Depression	Patient Health Questionnaire (PHQ-2) [120]	2 items: 0-3 scale. Self-administered anxiety screening tool.	✓	✓	✓
Anxiety	General Anxiety Disorder (GAD-7) [123]	7 items: 0-3 scale. Self-administered depression screening.	✓	✓	✓
Health related quality of life	EuroQoL Five Dimensions questionnaire (EQ-5D-5L) [128]	5-items: 0-5 scale (Mobility; Self-care; Usual activities; Pain/Discomfort; Anxiety/Depression; and health rating 0–100 scale).	✓	✓	✓
vi. Health Resource Use					
Use of NHS and Private Health Services					
	Care from the GP Surgery	Number of visits in last 4/52.: GP/ practice Nurse/ OT/ physiotherapist, other (FT).	✓	✓	✓
	Complementary Care	Number of visits in last 4/52: chiropractor/ osteopath/ other (FT).	✓	✓	✓
	Emergency NHS hospital admission for pain.	Number of days in last 4/52.	✓	✓	✓
	Non-emergency NHS hospital admission for pain.	Planned hospital overnight stays in the last 6/12: department, number of nights.	✓	✓	✓
	Use of NHS hospital out-patient clinic appointments for pain	Number of appointments in last 4/52. Department: rheumatology/ orthopaedics/ pain management clinic/ other (FT).	✓	✓	✓
	Use of other NHS hospital clinic appointments for pain	Number of appointments in last 4/52: OT/ physiotherapist/ other (FT).	✓	✓	✓
	Use of private (non-NHS) hospitals for pain	Number of days in last 4/52.	✓	✓	✓

Use of private (non-NHS) healthcare professionals for pain	Number of visits in the last 4/52: doctor/ OT / physiotherapist/ chiropractor/ osteopath/ other (FT).	✓	✓	✓
Pain medication	Name and number of days in last 4/52: Prescribed/ complementary/ over the counter.	✓	✓	✓

vii. Technology-adoption PROMs (intervention only)

PAW Toolkit Intervention	Technology Acceptance Questionnaire (TAM) [99]	8 items: 1-5 scale: Whether the PAW Toolkit increased knowledge and awareness, was relevant, easy to use, clear and understandable, changed attitudes, motivation, or help seeking behaviours to pain management at work.	✓
		Identify any barriers to using the PAW Toolkit (FT).	✓
		Whether using the PAW Toolkit led to behaviour change (FT).	✓
		Whether the PAW Toolkit was useful and whether they would recommend to others.	✓
Text message reminders		Whether text reminders were acceptable, and whether they prompted access to the PAW Toolkit or the OT support.	✓

Abbreviations: BMI – Body Mass Index; FT – free text option; GP – General Practitioner; kg – kilograms; m – metres; OT – occupational therapist; PROMS – Participant Reported Outcome Measures; T0 – Timepoint (baseline); T1 – Timepoint 1 (3 months); T2 – Timepoint 2 (6 months); TAU – Treatment as usual