

Supplementary file S2. Online employer survey tool.

Demographic details:		
Construct	Question	Response format
Attention check (to identify bot responses)	1. This first question is testing whether you are a real person. Please select one of the options below, such as Monkey. The question is: Which of these is not an animal?	Cat Monkey Elephant Banana Donkey
Age	2. What is your age group?	18-25yrs 26-30yrs 31-35yrs 36-40yrs 41-45yrs 46-50yrs 51-55yrs >55 yrs Prefer not to say
Gender	3. What is your gender? (note: if you prefer to self-describe in another way, please type response in the 'other' option)	Male Female Prefer not to say Other (open-ended)
Race/ethnicity	4. What is your race/ethnicity?	Asian or Asian British Black, Black British, or Caribbean background Mixed or multiple ethnic groups White Other ethnic group Prefer not to say
Job title	5. What are your job responsibilities?	Please state, or type “prefer not to say”
Country location of occupational role	6. In what country is your occupational role based? (please state)	
	7. Do you have personal experience returning to work after a stroke?	Yes/No/Prefer not to say

Lived experience of RTW and WR after stroke in workplace	8. Do you have professional experience supporting a stroke survivor employee to return to- and/or stay in work after a stroke?	Yes/No/Prefer not to say
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This section to be completed by respondents who opt “Yes” to having professional experience of return-to-work or work retention after stroke (see end of document for other section for those who selected “No” or “Prefer not to say”)		
Lived experience of RTW and WR after stroke in workplace	9. If you selected yes to the previous question, how many years of experience do you have supporting stroke survivor employees to return to- and stay in work?	<5 6-10 11-20 21-30 31+ Prefer not to say
Size of organisation	10. What was the size of your organisation the first time you supported a stroke survivor employee to return to- or stay in work?	Micro:<10 employees Small: 10-50 employees Medium: >50-250 employees Large: >250 employees Don't know Prefer not to say
Organisation sector	11. In which sector was this organisation based?	Private/public/third/Don't know/Prefer not to say
Organisation industry	12. In which industry was this organisation based?	Agriculture, Forestry and Fishing Mining and Quarrying Manufacturing Electricity, gas, steam and air conditioning supply Water supply, sewerage, waste management and remediation activities Construction Wholesale and retail trade; repair of motor vehicles and motorcycles Transportation and storage Accommodation and food service activities Information and communication Financial and insurance activities Real estate activities Professional, scientific and technical activities Administrative and support service activities

		Public administration and defence; compulsory social security Education Human health and social work activities Arts, entertainment and recreation Other service activities Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use Activities of extraterritorial organisations and bodies Other
RTW/WR support services within organisations	13. Did/does this organisation have access to human resources or occupational health services?	Yes/No/Don't know/Prefer not to say
	14. Did/do employees at this organisation have access to a trade union?	Yes/No/Don't know/Prefer not to say
Re-check age (validation check)	15. What is your age group?	18-25yrs 26-30yrs 31-35yrs 36-40yrs 41-45yrs 46-50yrs 51-55yrs >55 yrs Prefer not to say
Questions based on cited barriers for RTW/retention support for people with ABIs (Questions based on first experience supporting stroke survivor employee, rather than a hypothetical scenario)		
Awareness of work performance difficulties	16. Thinking back to the <u>first</u> time you supported a stroke survivor employee to return to- and/or stay in work.... Who told you about any work performance difficulties they had?	(Tick all that apply): Stroke survivor employee Colleague Family or friend of the employee I observed them myself Someone else (please state) They didn't have any performance difficulties Don't know

		Prefer not to say Other
	17. If there were any work performance difficulties, when did you find out about them?	(Tick one option): In the first month following their return to work In months 2-6 following their return to work In months 6-12 following their return to work >12 months following their return to work Don't know They didn't have any performance difficulties Prefer not to say
Knowledge about stroke and impact on abilities	18. Did you have any knowledge about stroke?	I knew something about...(tick all that apply): a) The two ways a stroke can happen in the brain (i.e., a blockage versus a bleed) b) Things that can increase the risk of stroke (e.g., high blood pressure, high cholesterol, diabetes, irregular heartbeat, family history, ethnicity, age, lifestyle, sickle cell disease) c) How strokes are treated (e.g., medication, surgery) d) I didn't know about any of the above e) Prefer not to say
	19. Did you have any knowledge of the effects of stroke on a person's abilities?	I knew it could affect...(tick all that apply): a) Physical condition, experiences, and abilities (e.g., muscle weakness or paralysis, balance, control of bladder and bowels, swallowing, vision, sensation, experience of pain, extreme tiredness). b) Communication (e.g., understanding or producing speech) c) Cognition (i.e., the brain's ability to carry out mental processes like attention, concentration, memory, and decision-making) d) Emotions (e.g., ability to control emotions) e) I didn't know about any of the above

		f) Prefer not to say
<p>Knowledge/skill needed for supportive actions for RTW and retention</p>	<p>20. Did you know about the following with regards to supporting them to return to- and stay in work?</p>	<p>I knew about...tick all that apply):</p> <ul style="list-style-type: none"> a) My role and responsibilities according to national legislation (e.g., Equality Act 2010) b) My role and responsibilities according to policies and procedures within my organisation (e.g., sick leave) c) Different expectations might be needed for the stroke survivor employee in their working role (e.g., they may not be able to carry out all tasks within the timelines specified, etc) d) Their role or work environment might need adapting to support them with any physical, communicative, cognitive, or emotional difficulties e) I might need to support them to realise and accept that they might not be able to carry out their work in the same way they did before their stroke f) I might need to support them to improve their confidence for doing their working role g) They might show challenging behaviours (e.g., aggression, confrontation), and I need to know how to respond appropriately if this occurs h) If possible, I might need to find them a suitable alternative role if they were unable to continue in their previous role i) I didn't know about any of the above j) Prefer not to say
	<p>21. Did you feel you had the skills needed when carrying out any of the following?</p>	<p>(tick one box per option):</p> <ul style="list-style-type: none"> a) Finding out what I should expect from the stroke survivor employee in their working role (Yes/No/Don't know/This action was not needed/Prefer not to say) b) Adapting their role or work environment appropriately to support them with any physical,

		<p>communicative, cognitive, or emotional difficulties (Yes/No/Don't know/This action was not needed/Prefer not to say)</p> <p>c) Supporting them to realise and accept that they might not be able to carry out their work in the same way they did before their stroke (Yes/No/Don't know/This action was not needed/Prefer not to say)</p> <p>d) Supporting them to improve their confidence for doing their working role (Yes/No/Don't know/This action was not needed/Prefer not to say)</p> <p>e) Responding appropriately if they showed challenging behaviours (e.g., aggression, confrontation) (Yes/No/Don't know/This action was not needed/Prefer not to say)</p> <p>f) If possible, finding them a suitable alternative role if they were unable to continue in their previous role (Yes/No/Don't know/This action was not needed/Prefer not to say)</p>
	<p>22. Would you like any of the following to help increase your knowledge and/or skill for supporting stroke survivor employees back into work?</p>	<p>(Tick all that apply):</p> <p>a) Written information (accessible at any time) advising on actions to take to provide these types of support</p> <p>b) Visual or visual-audio information (e.g., roleplay clips) (accessible at any time) advising on actions to take to provide these types of support</p> <p>c) Written resources to help you carry out the actions (e.g., example questions you could ask to help you find out what the stroke survivor employee might be having difficulties with)</p>

		<ul style="list-style-type: none"> d) Face-to-face training on all aspects of support that might be required e) Online training on all aspects of support that might be required f) Direct one-to-one contact with a trained professional as and when needed g) Other (text box to allow text answer)
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This section to be completed by respondents who opt “No” or “Prefer not to say” to having professional experience of return-to-work or work retention after stroke		
Size of organisation	23. What is the size of your organisation?	Micro:<10 employees Small: 10-50 employees Medium: >50-250 employees Large: >250 employees Don't know Prefer not to say
Organisation sector	24. In which sector is this organisation based?	Private/public/third/Don't know/Prefer not to say
Organisation industry	25. In which industry is this organisation based?	Agriculture, Forestry and Fishing Mining and Quarrying Manufacturing Electricity, gas, steam and air conditioning supply Water supply, sewerage, waste management and remediation activities Construction Wholesale and retail trade; repair of motor vehicles and motorcycles Transportation and storage Accommodation and food service activities Information and communication Financial and insurance activities Real estate activities Professional, scientific and technical activities Administrative and support service activities

		Public administration and defence; compulsory social security Education Human health and social work activities Arts, entertainment and recreation Other service activities Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use Activities of extraterritorial organisations and bodies Other
RTW/WR support services within organisations	26. Does this organisation have access to human resources or occupational health services?	Yes/No/Unsure/Prefer not to say
	27. Do employees at this organisation have access to a trade union?	Yes/No/Unsure/Prefer not to say
Re-check age (validation check)	28. What is your age group?	18-25yrs 26-30yrs 31-35yrs 36-40yrs 41-45yrs 46-50yrs 51-55yrs >55 yrs Prefer not to say
Questions based on cited barriers for RTW/retention support for people with ABIs		
Awareness of work performance difficulties	29. If you were required to support a stroke survivor to return to work.... Who do you think would tell you about any work performance difficulties they had?	(Tick all that apply): Stroke survivor employee Colleague Family or friend of the employee I would observe them myself Don't know Prefer not to say Other

	30. If there were any work performance difficulties, when do you think you would find out about them?	(Tick one option): In the first month following their return to work In months 2-6 following their return to work In months 6-12 following their return to work >12 months following their return to work Don't know Prefer not to say
Knowledge about stroke and impact on abilities	31. Do you have any knowledge about stroke?	I know something about...(tick all that apply): f) The two ways a stroke can happen in the brain (i.e., a blockage versus a bleed) g) Things that can increase the risk of stroke (e.g., high blood pressure, high cholesterol, diabetes, irregular heartbeat, family history, ethnicity, age, lifestyle, sickle cell disease) h) How strokes are treated (e.g., medication, surgery) i) I don't know about any of the above j) Prefer not to say
	32. Do you have any knowledge of the effects of stroke on a person's abilities?	I know it can affect...(tick all that apply): g) Physical condition, experiences, and abilities (e.g., muscle weakness or paralysis, balance, control of bladder and bowels, swallowing, vision, sensation, experience of pain, extreme tiredness). h) Communication (e.g., understanding or producing speech) i) Cognition (i.e., the brain's ability to carry out mental processes like attention, concentration, memory, and decision-making) j) Emotions (e.g., ability to control emotions) k) I don't know about any of the above l) Prefer not to say

<p>Knowledge/skill needed for supportive actions for RTW and retention</p>	<p>33. Do you know about the following with regards to supporting them to return to- and stay in work?</p>	<p>I know about...(tick all that apply):</p> <ul style="list-style-type: none"> k) My role and responsibilities according to national legislation (e.g., Equality Act 2010) l) My role and responsibilities according to policies and procedures within my organisation (e.g., sick leave) m) Different expectations might be needed for the stroke survivor employee in their working role (e.g., they may not be able to carry out all tasks within the timelines specified, etc) n) Their role or work environment might need adapting to support them with any physical, communicative, cognitive, or emotional difficulties o) I might need to support them to realise and accept that they might not be able to carry out their work in the same way they did before their stroke p) I might need to support them to improve their confidence for doing their working role q) They might show challenging behaviours (e.g., aggression, confrontation), and I need to know how to respond appropriately if this occurs r) If possible, I might need to find them a suitable alternative role if they were unable to continue in their previous role s) I don't know about any of the above t) Prefer not to say
	<p>34. Do you feel you have the skills needed to carry out any of the following?</p>	<p>(tick one box per option):</p> <ul style="list-style-type: none"> g) Find out what I should expect from the stroke survivor employee in their working role (Yes/No/Don't know/Prefer not to say) h) Adapt their role or work environment appropriately to support them with any physical, communicative, cognitive, or emotional difficulties

		<p>(Yes/No/Don't know/Prefer not to say)</p> <p>i) Support them to realise and accept that they might not be able to carry out their work in the same way they did before their stroke (Yes/No/Don't know/Prefer not to say)</p> <p>j) Support them to improve their confidence for doing their working role (Yes/No/Don't know/Prefer not to say)</p> <p>k) Respond appropriately if they show challenging behaviours (e.g., aggression, confrontation) (Yes/No/Don't know/Prefer not to say)</p> <p>l) If possible, find them a suitable alternative role if they were unable to continue in their previous role (Yes/No/Don't know/Prefer not to say)</p>
	<p>35. Would you like any of the following to help increase your knowledge and/or skill for supporting stroke survivor employees back into work?</p>	<p>(Tick all that apply):</p> <p>h) Written information (accessible at any time) advising on actions to take to provide these types of support</p> <p>i) Visual or visual-audio information (e.g., roleplay clips) (accessible at any time) advising on actions to take to provide these types of support</p> <p>j) Written resources to help you carry out the actions (e.g., example questions you could ask to help you find out what the stroke survivor employee might be having difficulties with)</p> <p>k) Face-to-face training on all aspects of support that might be required</p> <p>l) Online training on all aspects of support that might be required</p> <p>m) Direct one-to-one contact with a trained professional as and when needed</p> <p>n) Other (text box to allow text answer)</p>