

**Randomization of departments to study arm 1, 2 or 3
(departments: N=86; employees: N=1731)**

**Study arm 1: control
group (N=561)**

**Study arm 2: OP-care
group (N=591)**

**Study arm 3: e-mental
health group (N=579)**

Informed Consent + Baseline questionnaire (T0)

Participants receive
screening results on
mental health and
work functioning

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work functioning

Participants with
mental health
complaints or impaired
work functioning:
invitation for OP-
consultation

All participants:
tailored choice of self-
help e-mental health
interventions

Follow-up questionnaire (T1) at 3 months

Follow-up questionnaire (T2) at 6 months

Participants receive
screening results on
mental health and
work functioning

All participants:
tailored choice of self-
help e-mental health
interventions