Needs Assessment

Identify the at-risk population, quality of life and health problems

Distinguish environment and behavior causes

Review key determinants

Evaluation

INTERVENTION MAP

Products	**Tasks**	
Program Objectives	*Performance objective*	- prevent and reduce low back pain and consequences
	Changeable determinant	- physical exposure or physical exertion at work, knowledge
	Target population	- nurses' aides
Theoretical methods	*Literature review*	- participatory ergonomics (PE), physical training (PT), cognitive behavioral training (CBT)
	Transform methods into strategies	- workplace-adjusted integrated intervention
Program plan	*Strategy into plans*	- facilitating specific workplace groups involving organizational and employee representatives , and researchers
	Instruction materials	- intervention protocol for PE, PT and CBT to local instructors
	Pretest materials	- to communication team
	Produce materials	- in collaboration with the workplace
Adoption and	*Linkage system*	- education of local instructors
		- obtaining organizational commitment
		- local steering group and working group
		- Integration to the organizational health system
Implementation plan	*Adoption and Implementation objectives*	- activities conducted as planned
		- target group participation
	Adoption and Implementation determinants	- logistic planning of work and activities
		- collaboration between organization and researchers
	Implementation plan	- focus on supervisors
		- local implementation planning groups
		- employee ambassador
Monitoring and evaluation plan	*Evaluation model*	- questionnaires, TEXT messages monthly and quarterly
	Effect evaluation	- Low back pain
		- consequences (work-related, leisure)
	Process evaluation	- participation in intervention activities
		- reach of eligible target group
		- adoption among eligible workplaces
		- % delivery of activities according to a protocol
		- receipt of activities

Implementation