Additional File 1. CONSORT Flow Diagram

CONSORT 2010 Flow Diagram

Enrolment

Invited expression of interest (n=25 services)

Excluded (n=13 services)
♦ Declined to participate (n=13)

Randomised (n=12 services)

Allocation

Allocated to 'Enhanced' cluster (n=8 services)
♦ Staff completed T0 surveys (n=75)
♦ Staff consented and completed T0 interviews (n=61)

Allocated to 'Core' cluster (n=4 services)
♦ Staff completed T0 surveys (n=29)
♦ Staff consented and completed T0 interviews (n=27)

Time 1

'Enhanced' cluster (n=8 services)
♦ Staff completed T1 surveys (n=35)
♦ Staff consented and completed T1 interviews (n=59)

'Core' cluster (n=4 services)
♦ Staff completed T1 surveys (n=23)
♦ Staff consented and completed T1 interviews (n=30)

Time 2

'Enhanced' cluster (n=8 services)
♦ Staff completed T2 surveys (n=32)
♦ Staff consented and completed T2 interviews (n=47)

'Core' cluster (n=8 services)
♦ Staff completed T2 surveys (n=27)
♦ Staff consented and completed T2 interviews (n=29)

Analysis

♦ Analysed (n=8 services)
  ♦ Analysed (n=142 staff surveys)
  ♦ Analysed (n=167 staff interviews)
♦ Excluded from analysis (n=0 services)
  ♦ Excluded (n=0 staff from surveys & interviews)

♦ Analysed (n=4 services)
  ♦ Analysed (n=79 staff surveys)
  ♦ Analysed (n=86 staff interviews)
♦ Excluded from analysis (n=0 services)
  ♦ Excluded (n=0 staff from surveys & interviews)