

Regions randomized (n=4)

Regions randomized to control (n=2)

Staff eligible and invited (n=66/154)

Staff allocated to control cluster (n=62/135)

Missing pre self evaluation (n=17/62)
Missing pre peer evaluation (n=19/62)

Withdrew formally from study (n=0)
Missing post self evaluation (n=19/62)
Missing post peer evaluation (n=20/62)

Included in primary analysis (n=62)

Regions randomized to experimental (n=2)

Staff eligible and invited (n=88/154)

Staff allocated to experimental cluster (n=74/135)

Missing pre self evaluation form (n=15/74)
Missing pre peer evaluation form (n=22/74)

Withdrew formally from study (n=1)
Missing post self evaluation form (n=22/73)
Missing post peer evaluation form (n=29/73)

Included in primary analysis (n=73)