Table 2: Schedule for study procedures. For each batch of companies, the two interventions (Shoulder-Café and Shoulder-Guidance) start and end simultaneously.

Time point	Pre-intervention	Intervention			Follow-up		
		1st day (T_0)	Shortly after T_0	EOI 3 months after T_0	Shortly after EOI	6 months after T_0	12 months after T_0
ENROLMENT							
Company randomisation *	x						
Informed consent	x						
Revealing randomisation result to participants		x **					
INTERVENTION							
Shoulder-Café		←		→			
Shoulder-Guidance		←		→			
OUTCOME ASSESSMENTS							
Primary outcomes							
Hypothesis I							
OSS at 6 month follow-up	x ***					x	
Hypothesis II							
Arm elevation > 60°			↔		↔		
Secondary Outcomes							
Hypothesis I							
OSS at 12 month follow-up	x ***						x
FABQ-PA at 6 month follow-up	x ***					x	
PGIC at 6 month follow-up						x	
FABQ-PA at 12 month	x ***						x

follow-up

Hypothesis II

	Col1	Col2	Col3	Col4	Col5
Arm elevation > 90°		↔	↔		
Repetitive shoulder movements		↔	↔		
Forceful shoulder exertions		↔	↔		
Arm elevation > 30°		↔	↔		

Supplementary outcomes

Hypothesis I

	Col1	Col2	Col3	Col4	Col5
NRS at rest	x			x	x
NRS during activity	x			x	x
Quick DASH + work module	x			x	
EQ5D-3L	x			x	
Work Ability Score	x			x	x
PGIC at 12 month follow-up					x
Satisfaction questionnaire				x	x
Felt informed about how to handle shoulder complaints, how to perform shoulder exercises, and how to reduce occupational shoulder exposures (questionnaire)				x	

Hypothesis II

	Col1	Col2	Col3	Col4	Col5
Work modification	x			x	

OTHER ASSESSMENTS

	Col1	Col2	Col3	Col4	Col5
Smoking status	x				
Body mass index	x				
Duration of shoulder complaints	x				
Psychosocial work exposures	x				

Occupational mechanical shoulder exposures (self-reported)	x				
Job title	x				x
Weekly working hours	x				x
System of wage payment	x				x
How often exercise was performed				x	x
Work status					x
Typical working day		⟷	⟷		
ADHERENCE					
Café meetings ****	⟵————————⟶				
Exercise diary	⟵————————⟶				
Work diary		⟷	⟷		
CO INTERVENTIONS					
Steroid injection				x	x
Shoulder surgery				x	x
Seen by doctor because of shoulder complaints				x	
Shoulder treatment by physiotherapist outside the project				x	
Shoulder treatment by chiropractor				x	
Pain medication in last 4 weeks	x			x	
ADVERSE EVENTS				x	

* Randomisation of a batch of companies takes place around 2 weeks before the start of an intervention. ** The randomisation result is revealed to the participants after the baseline questionnaire is filled in. *** The baseline questionnaire is scheduled to be filled in a few days before the 1st intervention day, but may be filled in on the 1st day (see **). **** For the intervention group, only.

Abbreviations: quick DASH = Disabilities of the Arm, Shoulder and Hand – quick version, EOI = end of intervention, EQ5D-3L = EuroQol 5D-3L, FABQ-PA = Fear Avoidance Beliefs Questionnaire – Physical Activity, NRS = numerical rating scale (range 0–10), OSS = Oxford Shoulder Score, PGIC = Patients' Global Impression of Change, T_0 = start of intervention.