

Appendix S1.

Satisfaction

Working group level. We determined the satisfaction of the working group members through 6 statements, which were all measured on a 5-point Likert scale (1: totally disagree; 5: totally agree). These statements covered satisfaction regarding: the content of the working group; the guidance of the occupational nurse during the working group sessions and the guidance of the occupational nurse during the role model training; the usefulness of the role model training; the identified barriers; and the identified solutions. The questions concerning the guidance and content of the working group, plus the questions concerning the barriers and solutions, were assessed directly after the last working group meeting. The questions on the role model training were assessed directly after the role model training. Six months after baseline, we also assessed satisfaction with the participatory method used and their experiences with being a role model on a scale from 0 (very negative) to 10 (very positive).

Employee level. Satisfaction with the multifaceted implementation strategy, at employee level, was determined by statements for: the clearness of the leaflet (1: totally disagree, 5: totally agree), the quality of the educational session (1: totally disagree, 5: totally agree), and the implemented solutions (0: very dissatisfied; 10: very satisfied). We measured satisfaction by means of a questionnaire 6 months after baseline, and 9 months after baseline for satisfaction with the implemented solutions.

Satisfaction. In Table SIV¹, satisfaction with the different parts of the meetings is presented on a scale from 1 (negative) to 5 (positive). Except for the satisfaction with the participatory method used, all items scored a 4.0 or higher. Further, the role models rated their experiences as a role model with a 6.5 (SD 1.3) on a scale from 0 (negative) to 10 (positive).

Table SI. Process components per level and their definition, the data collection method and the time of measurement

| Component | Definition | Data collection method | Time of measurement |
|--------------------------|---|------------------------|--|
| Dose delivered | | | |
| Occupational nurse level | At least one education session and proportion of working group meetings given | Minutes and log book | During intervention period of every department |
| Working group level | Proportion of solutions implemented and performed tasks as a role model | Questionnaire | 6 months after baseline |
| Fidelity | | | |
| Occupational nurse level | Extent to which intervention protocol of the participatory working groups was followed | Minutes | During intervention period of every department |
| Reach | | | |
| Working group level | Proportion of working groups and the number of working group members | Log book | Baseline |
| Employee level | Percentage of the total study population who noticed the multifaceted implementation strategy | Questionnaires | 6 months and 9 months after baseline |
| Dose received | | | |
| Working group level | Proportion of working group members who followed all 3 working group meetings and proportion who followed the role model training | Questionnaire | 6 months after baseline |
| Employee level | Percentage who actively engaged into the multifaceted implementation strategy | Questionnaire | 6 months and 9 months after baseline |
| Satisfaction | | | |
| Working group level | Satisfaction with meetings, method and barriers/solutions | Questionnaire | During intervention period and 6 months after baseline |
| Employee level | Satisfaction with multifaceted implementation strategy | Questionnaire | 6 months and 9 months after baseline |

Table SII. General overview of reach, dose received and satisfaction at employee level

| | Reach Noticed the component <i>n</i> (%) | Dose received Used the component <i>n</i> (%) | Satisfaction Satisfaction with the component Mean (SD) |
|-------------|--|---|--|
| Leaflet | 253 (84.6) (<i>n</i> =299) | 216 (85.4) (<i>n</i> =253) | 4.0 (0.7) (range 1–5) |
| Education | – | 156 (51.7) (<i>n</i> =302) | 3.9 (0.8) (range 1–5) |
| Role models | 192 (63.8) (<i>n</i> =301) | 110 (58.2) (<i>n</i> =189) | – |
| Solutions | 242 (91.3) (<i>n</i> =265) | 232 (95.9) (<i>n</i> =242) | 6.6 (1.6) (range 0–10) |

SD: standard deviation.

Table SIII. Mean reach and dose received on the employee level

| Type of action | Solutions <i>n</i> | Reach of all departments who delivered the solution per category Mean % | Dose received of all departments who chose the solution per solution category Mean % |
|--|-----------------------|--|---|
| Reducing wet work | 4 | 75.9 | 87.5 |
| Use of moisturiser | 29 | 64.7 | 90.9 |
| Recommendations in general | 12 | 57.9 | 58.3 |
| Use of hand disinfectant or hand hygiene | 23 | 58.6 | 90.5 |
| Use of cotton under gloves | 5 | 43.1 | 30.8 |
| Jewellery | 2 | 36.4 | 100.0 |
| Use of gloves | 12 | 29.8 | 85.4 |

Table SIV. Satisfaction at the working group level

| Satisfaction with: | Mean (SD) Range 1–5 |
|--|------------------------|
| Usefulness role model training (<i>n</i> =45) | 4.0 (0.5) |
| Guidance of role model training (<i>n</i> =45) | 4.4 (0.5) |
| Content of the working group meetings (<i>n</i> =32) | 4.0 (0.8) |
| Guidance of the working group meetings (<i>n</i> =32) | 4.2 (0.7) |
| Participatory method used (<i>n</i> =55) | 3.4 (1.0) |
| Identified barriers were most important barriers (<i>n</i> =42) | 4.5 (0.5) |
| Identified solutions fitted the barriers best (<i>n</i> =42) | 4.3 (0.7) |

SD: standard deviation.