

## Supplementary Material

Table A. Baseline characteristics of all participants by intervention group for All Workers and for the subgroup of Neck Cases.

Variable	All Workers (N=740)*		Neck Cases (N=200)*	
	EHP (N=373)	EET (N=367)	EHP (N=109)	EET (N=91)
Age, years	43.0 ± 10.3	42.4 ± 11.1	42.3 ± 9.5	43.7 ± 11.6
Gender (female)	230 (61.7)	221 (60.2)	76 (69.7)	72 (79.1)
Body mass index (kg/m <sup>2</sup> )	27.0 ± 5.4	27.1 ± 6.1	26.3 ± 4.8	26.4 ± 5.8
Occupational category				
Manager/senior official	75 (20.1)	67 (18.3)	21 (19.3)	15 (16.5)
Professional, associate professional, technical or other	173 (46.4)	173 (47.1)	54 (49.5)	42 (46.2)
Administrative, secretarial, or personal services	125 (33.5)	127 (34.6)	34 (31.2)	34 (37.4)
Industry				
Local Government	26 (7.0)	28 (7.6)	8 (7.3)	8 (8.8)
State Government	152 (40.8)	157 (42.8)	47 (43.1)	39 (42.9)
Federal Government	52 (13.9)	49 (13.4)	16 (14.7)	10 (11.0)
Private	100 (26.8)	97 (26.4)	28 (25.7)	26 (28.6)
Other	43 (11.5)	36 (9.8)	10 (9.2)	8 (8.8)
Highest Level of Education				
Primary to Year 12	80 (21.5)	87 (23.7)	20 (18.4)	17 (18.7)
University	238 (63.8)	218 (59.4)	74 (67.9)	55 (60.4)
Trade College	55 (14.8)	62 (16.9)	15 (13.8)	19 (20.9)
Received workers' compensation for neck/shoulder symptoms in previous 12 months	2 (0.5)	2 (0.5)	2 (1.8)	0 (0)
Taken medication for neck/shoulder symptoms in previous 4 weeks	63 (16.9)	62 (16.9)	40 (36.7)	33 (36.3)
Sought healthcare professional for neck/shoulder symptoms in previous 12 months	122 (32.7)	106 (28.9)	57 (52.3)	50 (55.0)
Total hours worked in previous 7 days	39.6 ± 9.6	39.7 ± 9.3	40.0 ± 9.2	40.4 ± 8.8
Time using computer at work				
<6 hours/day	57 (15.3)	67 (18.3)	15 (13.8)	16 (17.6)
≥6 hours/day	316 (84.7)	300 (81.7)	94 (86.2)	75 (82.4)
Total ergonomic score	<b>30.8 ± 3.0</b>	<b>31.3 ± 2.8</b>	<b>30.3 ± 3.2</b>	<b>31.2 ± 2.6</b>
Total number of comorbidities	<b>0.7 ± 1.0</b>	<b>0.5 ± 0.8</b>	0.8 ± 1.0	0.6 ± 0.9

\* Data are number and percentage of participants n (%) or mean ± SD

boldface= significant between-group (i.e. EET & EHP) differences at p-value < 0.05

EET= ergonomic and exercise intervention group

EHP= ergonomic and health promotion intervention group

SD= standard deviation

Table B: Comparison of the analysed sample with those excluded at Baseline 3 months and 12 months.

Variable	Excluded (N=373)	Analysis Sample* EHP (N=367)	p-value
<b>Demographic</b>			
Age, years	41.8 ± 11.0	43.6 ± 10.3	<b>0.050</b>
Gender (female)	223 (59.8)	228 (2.1)	0.514
Body mass index (kg/m <sup>2</sup> )	27.0 ± 6.0	27.1 ± 5.5	0.697
Highest Level of Education			
Primary to Year 12	82 (22.0)	85 (23.2)	0.476
University	226 (60.6)	230 (62.7)	
Trade College	65 (17.4)	52 (14.2)	
<b>Workplace Measures</b>			
Occupational category			
Manager/senior official	79 (21.2)	63 (17.2)	0.376
Professional, associate professional, technical or other	169 (45.3)	177 (48.2)	
Administrative, secretarial, or personal services	125 (33.5)	127 (34.6)	
Industry			
Local Government	27 (7.2)	27 (7.4)	0.629
State Government	164 (44.0)	145 (39.5)	
Federal Government	46 (12.3)	55 (15.0)	
Private	100 (26.8)	97 (26.4)	
Other	36 (9.65)	43 (11.7)	
Total hours worked in previous 7 days	41.0 ± 9.4	38.3 ± 9.3	<b>&lt;0.001</b>
Time using computer at work			
<6 hours/day	62 (16.6)	62 (16.9)	0.921
≥6 hours/day	311 (83.4)	305 (83.1)	
Total ergonomic score	31.1 ± 2.9	31.0 ± 2.8	0.441
<b>Health Behaviour Measures</b>			
Received workers' compensation for neck/shoulder symptoms in previous 12 months	3 (0.8)	1 (0.3)	0.324
Taken medication for neck/shoulder symptoms in previous 4 weeks	67 (18.0)	58 (15.8)	0.433
Sought healthcare professional for neck/shoulder symptoms in previous 12 months	111 (29.8)	117 (31.9)	0.532
Total number of comorbidities	0.6 ± 0.9	0.7 ± 1.0	0.114
<b>Psychosocial Measures</b>			
Job Content Questionnaire			
Psychological Job Demands	8.9 ± 2.6	8.4 ± 2.5	0.075
Physical Job Demands	3.3 ± 1.3	3.3 ± 1.3	0.710
Job Control	21.5 ± 3.6	21.3 ± 3.2	0.400
Social Support	15.3 ± 2.7	15.7 ± 2.4	0.055
Psychological Distress	<b>4.0 ± 3.6</b>	3.4 ± 2.9	<b>0.004</b>
Health beliefs	3.7 ± 1.6	3.6 ± 1.5	0.123
Job Satisfaction	4.9 ± 1.1	4.9 ± 1.1	0.367
Health Related Quality of Life	0.8 ± 0.1	0.8 ± 0.1	0.642

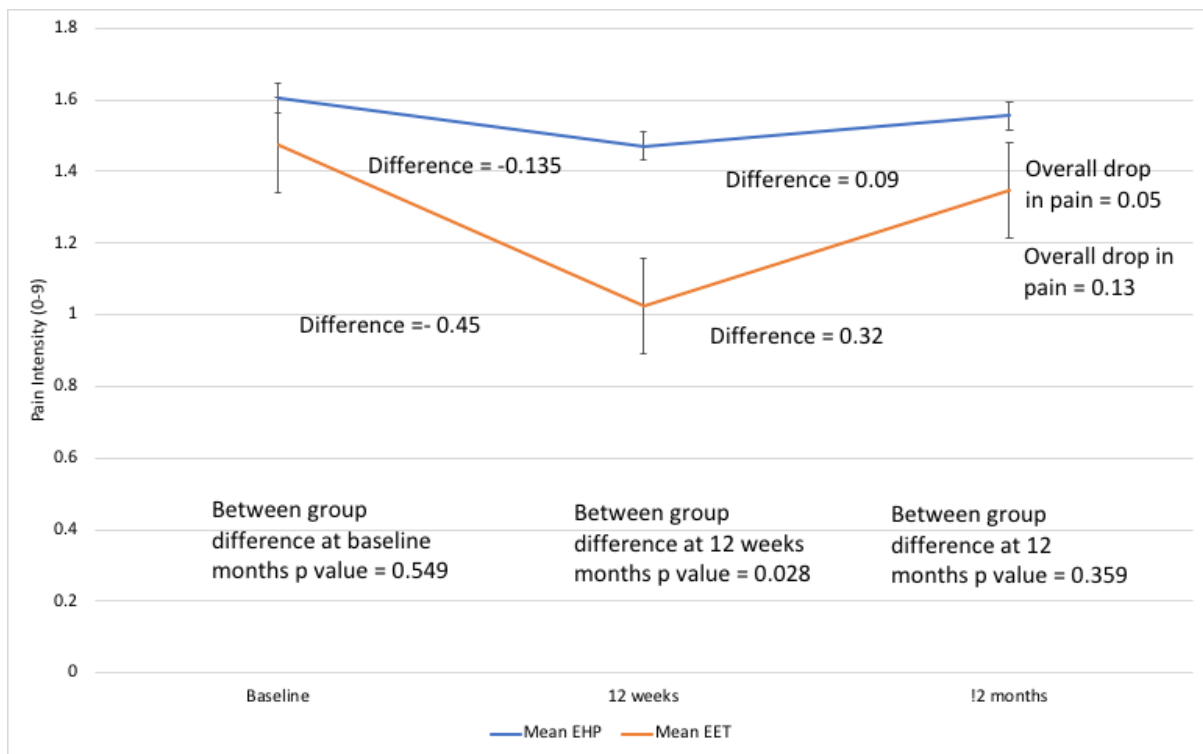
<b>Variable</b>	<b>Excluded (N=373)</b>	<b>Analysis Sample* EHP (N=367)</b>	<b>p-value</b>
IPAQ			
Low	120(32.2)	134 (36.5)	0.391
Moderate	209(51.5)	197 (53.7)	
High	44 (11.8)	36 (9.8)	

\*Analysis sample includes those with data at 3 time points

Data are number and percentage of participants n (%) or mean  $\pm$  SD

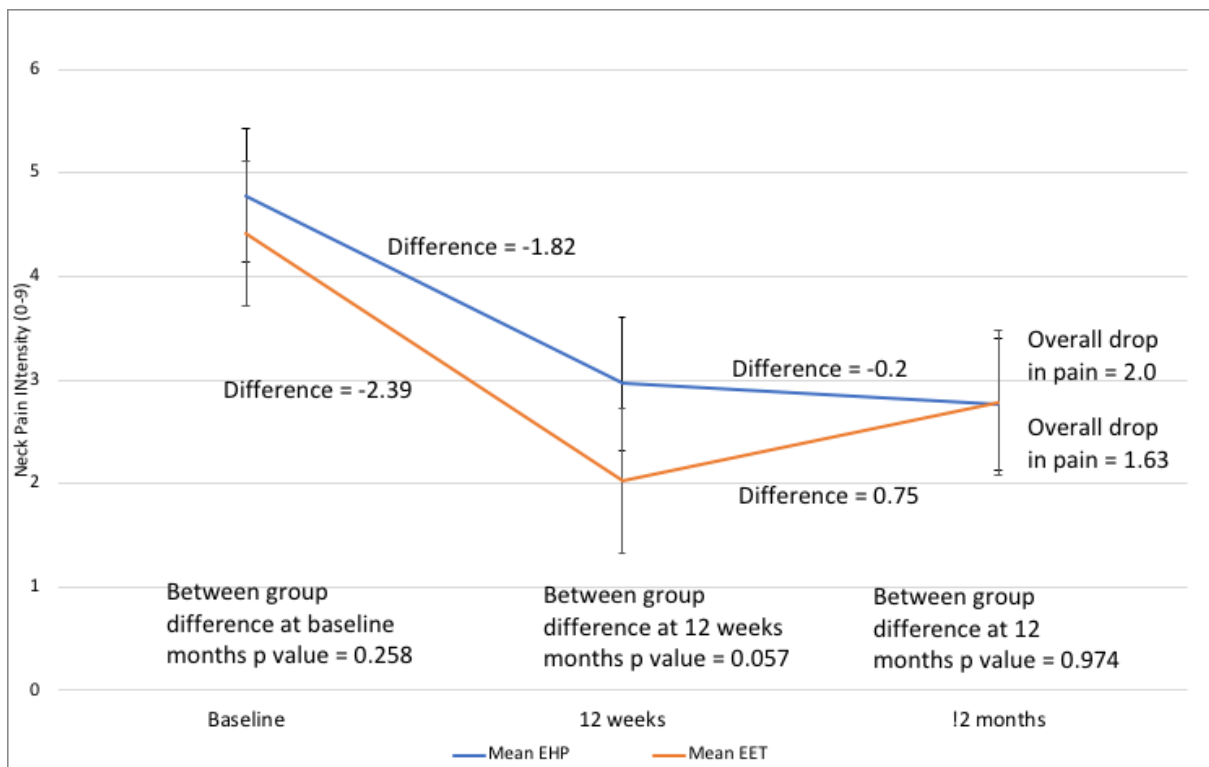
EET= ergonomic and exercise intervention group

EHP= ergonomic and health promotion intervention group



**Figure 2A.** Neck pain intensity (unadjusted) (mean  $\pm$  SD) between- and within-groups over time for All Workers (ITT analysis; n=367)

Note: The 'Difference' represents mean change in pain between time points



**Figure 3A.** Neck pain intensity (unadjusted) (mean  $\pm$  SD) between- and within-groups over time for the Neck Cases (ITT analysis n=96).

Note: The 'Difference' represents mean change in pain between time points