

Supplementary file 2: Focus group interview questions (translated from Dutch)

Interview Questions	
Focus group employees	Introductory question: Tell us something about yourself (name, workplace, rehabilitation center...) Transition questions - How did you encounter the program? - How long did you attend the program? What is the reason for ending the sessions? Key questions - What things were helpful about the program? - What things were less good about the program? - What impact has the program had on your employment? - What was the impact of the program on your low back pain? - Did the program and its results affect your mental well-being? Your daily life? - What things were helpful about the ergonomic intervention? - What things were less good about the ergonomic intervention? - How was communication with health care providers and with FEDRIS? Final questions: What aspects of the program could be improved? Do you have any suggestions regarding the program? Anything to add?
Focus group healthcare professionals	Introductory question: Tell us something about yourself (name, workplace, rehabilitation center...) Transition questions - How did you encounter the program? - What is your experience within this treatment setting? Key questions - What things were helpful about the program? - What things were less good about the program? - What was the impact of the program on the patient's employment situation? - What was the outcome in terms of low back pain during/after the program? - What things were helpful about the ergonomic intervention? - What things were less good about the ergonomic intervention? - How was the interdisciplinary collaboration with other healthcare providers and with FEDRIS? - How large was the administrative burden associated with the program? Final questions: What aspects of the program could be improved? Do you have any suggestions regarding the program? Anything to add?
Focus group employees and healthcare professionals	Introductory question: Tell us something about yourself (name, workplace, rehabilitation center...) Transition questions - How did you encounter the program? - What is your experience within this treatment setting? Key questions - What things were helpful about the program? - What things were less good about the program?

- What was the impact of the program on the employment situation?
- What was the outcome in terms of low back pain during/after the program?
- What things were helpful about the ergonomic intervention?
- What things were less good about the ergonomic intervention?
- How was communication with patients/caregivers?
- How was the communication with FEDRIS?

Final questions: What aspects of the program could be improved? Do you have any suggestions regarding the program? Anything to add?