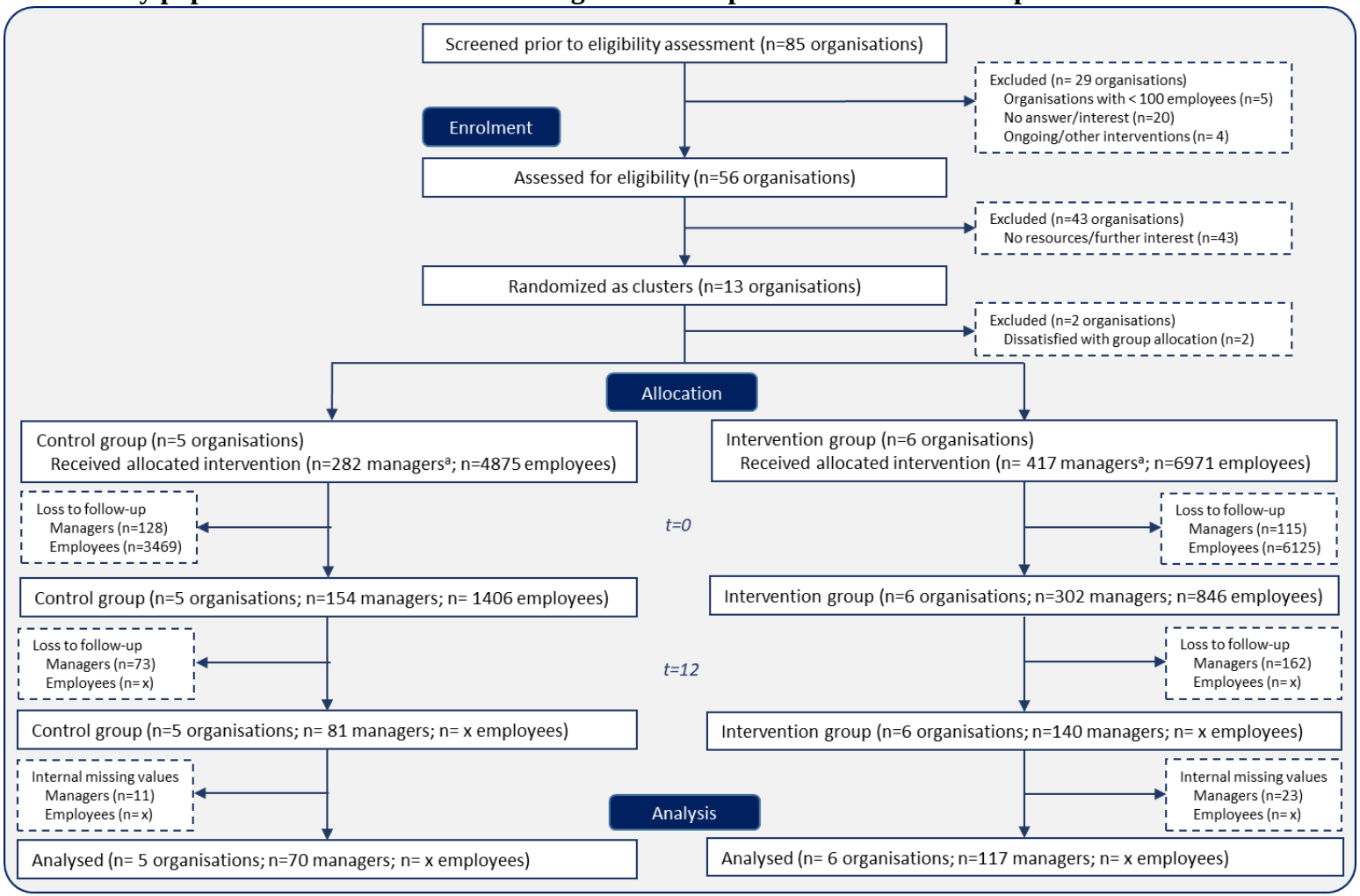
Flowchart on study population from recruitment of organisations up to 12-months follow-up



[a]Intervention was administered only to managers
t: time in months

Employee dataset for 12-months follow-up is in data management stage – number of loss to follow-up is therefore unknown as of spring 2020.

Baseline characteristics

Table 1. Descriptive statistics among managers at baseline (n=456)

Variables, n (%)	Control group (n=154)	p	Intervention group (n=302)
Gender[a]			
Male	74 (48.1)	0.079	207 (68.5)
Female	50 (32.5)		95 (31.5)
Age[a]			
≤ 34 years	23 (14.9)	0.177	57 (18.9)
35-44 years	67 (43.5)		97 (32.1)
45-54 years	43 (27.9)		105 (34.8)
≥ 55 years	19 (12.3)		39 (12.6)
Educational level[a]			
Primary/upper secondary education	59 (38.3)	0.128	145 (48.0)
Tertiary education	91 (59.1)		150 (49.7)
Managerial responsibility for number of employees[a]			
General administrative management	6 (3.9)	0.000	61 (20.2)
1-10 employees	49 (31.8)		85 (28.1)
11-20 employees	28 (18.2)		47 (15.6)
21-50 employees	15 (9.7)		53 (17.5)
> 50 employees	51 (33.1)		50 (16.6)
Years in current position[a]			
< 1 year	35 (22.7)	0.010	42 (13.9)
1-4 years	70 (45.5)		121 (40.0)
≥ 5 years	46 (29.8)		134 (44.4)
Self-reported health[a]			
Less than good	25 (16.2)	0.425	51 (16.9)
Good	80 (51.9)		170 (56.3)
Very good	48 (31.2)		76 (25.2)
AUDIT score[b], mean (s.d)	4.87 (2.99)	0.556	4.69 (2.79)

s.d.: standard deviation. p: p-value

[a]Differences between the control and the intervention group was calculated using Pearson's chi-square test for categorical variables

[b]Differences between the control and the intervention group was calculated using one-way ANOVA for continuous variable

**The total number of respondents in each column did not equate to the total number of participants in either the control or the intervention group due to internal missing values or invalid values.

Table 2. Descriptive statistics among employees at baseline (n=2252)

Variables, n (%)	**Control group (n=1406)**	**p**	**Intervention group (n=846)**
Gender[a]			
Male	776 (55.2)	0.174	439 (51.9)
Female	601 (42.7)		396 (46.8)
Age[a]			
16-24 years	132 (9.4)		58 (6.9)
25-34 years	349 (24.8)		227 (26.8)
35-44 years	369 (26.2)	0.107	229 (27.1)
45-54 years	309 (22.0)		207 (24.5)
≥ 55 years	222 (15.8)		117 (13.8)
Educational level[a]			
Primary education	70 (5.0)		55 (6.5)
Upper secondary education	756 (53.8)	0.241	427 (50.5)
Tertiary education	544 (38.7)		348 (41.1)
Self-reported health[a]			
Less than good	243 (17.3)		145 (17.1)
Good	489 (34.8)	0.923	468 (55.3)
Very good	356 (25.3)		220 (26.0)
AUDIT score[b], mean (s.d)	4.78 (3.41)	0.807	4.82 (3.50)

s.d.: standard deviation. p: p-value

[a]Differences between the control and the intervention group was calculated using Pearson's chi-square test for categorical variables

[b]Differences between the control and the intervention group was calculated using one-way ANOVA for continuous variable

**The total number of respondents in each column did not equate to the total number of participants in either the control or the intervention group due to internal missing values or invalid values.

Outcome measures

Table 3. Primary outcome measure for managers (total: n=187; control: n=70; intervention: n=117)

	Baseline			12-months follow-up		
Variables, n (%)	**Control group**	**p**	**Intervention group**	**Control group**	**p**	**Intervention group**
Inclination to initiate early alcohol interventions						
Very low	0 (0.0)		1 (0.9)	0 (0.0)		0 (0.0)
Low	5 (7.1)		15 (12.9)	6 (0.9)		19 (16.2)
Medium	13 (18.6)	0.368	28 (24.1)	13 (18.6)	0.230	26 (22.2)
High	30 (42.9)		48 (41.4)	32 (45.7)		38 (32.5)
Very high	22 (31.4)		25 (21.6)	19 (27.1)		34 (29.1)
Organizational alcohol policy knowledge						
Very low	5 (7.1)		4 (3.4)	1 (1.4)		1 (0.9)
Low	3 (4.3)		6 (5.1)	2 (2.9)		5 (4.3)
Medium	16 (22.9)	0.341	17 (14.5)	5 (7.1)	0.755	14 (12.0)
High	23 (32.9)		38 (32.5)	26 (37.1)		35 (29.9)
Very high	23 (32.9)		52 (44.4)	36 (51.4)		62 (53.0)
Initiated a dialogue with an employee the past 12 months						
No	53 (75.7)	0.738	86 (74.1)	56 (80.0)	0.623	90 (76.9)
Yes	17 (24.3)		30 (23.9)	14 (20.0)		27 (23.1)

p: p-values
Differences between the control and the intervention group were calculated using Pearson's chi-square test for categorical variables

Employee dataset is in data management stage and have not been analysed as of spring 2020.

Secondary outcomes have not been analysed as of spring 2020.

Adverse effects

There are no adverse events associated with this trial.