

Nine organisational clusters participated, comprising 91 senior leaders and HR professionals (intervention only), 112 workers (43 intervention; 69 control), and 83 managers (20 intervention; 63 control). Eligible workers were on long-term sick leave (15–42 days) for mental or physical health conditions.

Retention, acceptability, and usability met green feasibility criteria, while intervention completion reached amber thresholds. Recruitment of workers and managers did not meet targets (red thresholds). Qualitative findings suggested the intervention supported sustainable return-to-work through increased confidence, better communication, and job crafting, while organisational factors (e.g. workload, restructuring, managerial capability) influenced feasibility.

Exploratory analyses indicated that although intervention participants took longer to return to work, they were more likely to return and remain in work than controls.