

Online Supplementary Table 1: Pairwise associations between individual symptoms of frailty

Frailty symptoms	Unintentional weight loss	Exhaustion	Weakness of grip	Slow walking speed
Unintentional weight loss	-			
Exhaustion	2.5 (2.0,3.2)	-		
Weakness of grip	2.5 (2.1,3.0)	6.1 (5.0,7.4)	-	
Slow walking speed	3.5 (2.8,4.3)	10.5 (8.5,12.9)	11.9 (9.9,14.4)	-
Low physical activity	1.4 (1.2,1.7)	3.1 (2.5,3.8)	2.2 (1.9,2.6)	6.1 (4.9,7.5)

Crude Odds Ratios (95%CI)

Online Supplementary Table 2: Associations of frailty with work outcomes and perceptions, adjusted for low well-being and persistent musculoskeletal pain

Outcomes	Pre-frail vs. not frail		Frail vs. not frail	
	OR	(95% CI)	OR	(95% CI)
Entire Sample (n =8,095)				
Not in work vs. in work	1.3	(1.2,1.5)	7.7	(5.6,10.6)
Left for a health reason vs. not	2.9	(2.5,3.5)	14.1	(10.4,19.0)
Those in work (maximum n=5,486)				
Sick leave, days past 12 months :				
Any vs. none	1.4	(1.2,1.6)	2.3	(1.4,4.0)
>20 days vs. ≤20 days	1.9	(1.5,2.4)	4.9	(2.9,8.5)
Cut down on work, past 12 months:				
Any vs. none	1.7	(1.5,1.9)	3.6	(2.1,6.3)
A lot vs. not a lot (none/a little)	2.3	(1.8,3.0)	7.8	(4.5,13.4)
Coping with work's physical demands (vs. easily):				
With some/great difficulty	2.0	(1.7,2.3)	6.5	(3.4,12.2)
Coping with work's mental demands (vs. easily):				
With some/great difficulty	1.4	(1.2,1.6)	2.8	(1.7,4.7)
Expecting to be able to cope in 2 years' time (vs. yes):				
No/not sure	1.8	(1.5,2.0)	6.8	(3.8,12.3)
Lying awake at night worrying about work (vs. sometimes/rarely/never):				
Often	1.6	(1.3,1.9)	2.8	(1.6,4.7)
Job security (vs. secure/very secure):				
Insecure/very insecure	1.1	(1.0,1.3)	1.9	(1.2,3.3)

Odds ratios (OR) are adjusted for age, sex, persistent musculoskeletal pain at ≥1 anatomical site, and low well-being