

Supplemental file 3. Recommendations regarding the assessment of common mental disorders (Objective, target population,, Diagnostic classification, Problem inventory including the assessment and specific workplace factors)

Guideline	Objective	Target population	Diagnostic classification	Problem inventory	
				Assessment	Specific Workplace factors
1. Netherlands (2007)	To provide a guideline for OPs to optimally support workers with mental health problems and their work environment to retain or recover participation.	Workers that suffer from loss of control and performance problems due to adjustment disorders, depression, anxiety disorders or other psychiatric disorders.	- Inclusion criteria based on the DSM IV classification. - Do not apply when complaints are direct result of acute emotional state or a somatic condition.	- Assess complaints, performance problems, causal factors. - Assess problem solving skills of the worker. - Assess to what extent the complaints can be explained by a stress process. - Assess possible complications: suicide risk, somatic fixation, irrational cognitions, victims of harassment, irrational cognitions or rigid personality traits. - Assess if recovery process does not stagnate	- Assess performance problems, causal factors. - Assess problem solving skills of the worker and the manager, interaction between worker and manager - Assess possible complications: conflicts in the work situation
2. Netherlands (2011)	To provide guidelines on best collaborative care for patients with adjustment disorders and burnout	Patients with adjustment disorders and/or burnout and participation problems	Inclusion criteria based on the DSM IV classification (exclusion of depression and anxiety disorders)	- Assess complaints, performance problems, predisposing-, precipitating-, and perpetuating factors, and problem-solving skills of the worker. - In addition use a diagnostic tool - When there are doubts about the involvement of context factors use specific questionnaires	- Assess problem-solving skills of the worker and supervisor, and interaction between worker and supervisor
3. Netherlands (2011)	Work participation of patients with severe mental disorders	People with severe psychiatric disorders who want to participate at work.	Inclusion according to DSM-IV-TR classification, social disability and long-term problem.	- Take into account the psychiatric condition and limitations and their effect on work(situation) - Discuss barriers and possible solutions for work retentions with the client, including the assessment of involvement of other professionals.	- Assessment of competencies and skills at work ('situational assessment') using the Work Behavior Inventory to assess the support that is needed to retain work. - Use the tool 'Illness Self-management assessment in psychiatric vocational rehabilitation' to assess the applied strategies concerning work retention

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4. Netherlands (2011)	Improve collaboration of care in patients with adjustment disorders and burnout	Patients with adjustment disorders and/or burnout	Stress-related complaints, adjustment disorders, Burnout.	Examination of complaints, degree of distress, functional disabilities in society, work and private life; Perceived precipitating factors, perspectives for recovery and possible solutions in private- or work environment; Determine problem-solving capacity of the worker.	Examination of functional disabilities at work; possible solutions in work environment; Determine problem-solving capacity of the worker and (work) environment.
5. Netherlands (2006)	Provide guidelines on diagnosis, interventions and guidance in short and long-term medically unexplained symptoms.	Workers with medically unexplained symptoms and Somatization	Inclusion according to DSM-IV classification of somatoform disorders or process definition of Lipowski.	<ul style="list-style-type: none"> - Check for factors that can obstruct RTW or work functioning using 4DSQ or somatization- or diagnostic screener. - Explore complaints, perceived limitations and RTW; Psychical examination when necessary for diagnostic purposes - Dimensional diagnosis using diagnostic guide for medically unexplained symptoms and excluding depression, anxiety- or a somatic disorder. 	- Multifactorial problem analysis: Explore stressors at work (and in private live) and coping strategies.
6. Netherlands (2003)	Provide guidelines on the assessment of causes of work-related stress in organizations and provide advice on interventions based on stress reduction in workers in the health care and education setting.	Employers and employees working in health care- and education setting	Work-related stress at individual and organizational level	- Individual worker with stress: Set diagnosis: stress-related complaints, adjustment disorder, burnout or psychiatric problems including depression and anxiety disorders; Explore stressors related to private life, personality, work and organization	- Explore stressors at work and organization focusing on demanding work factors.
7. Netherlands (2005)	Addressing the topic work into the management of mental health problems by psychologists	Patients with mental complaints who are working or want to work	There are not specific diagnostics criteria in the guideline. Inclusion criteria based on the professional diagnosis	- Explore wishes and needs regarding work, reasons for sick leave including previous sick leave periods, factors that hinder and promote RTW.	- Explore work situation: Work factors that hinder or enhance recovery; contact with work environment/employer; assessment of work content, work relations, work setting, work conditions.
8. UK (2008)	Provide NHS managers and occupational health professionals with the tools they need to assess the suitability of persons having mental health problems who wish	Persons having mental health problems who wish to work or already working in the NHS	Harmful levels of stress, depression, anxiety, schizophrenia, bi-polar disorder, psychosis, obsessive compulsive	<ul style="list-style-type: none"> - Detailed assessment of employee's health based on clinical assessment, sickness absence records, information given by manager - In some cases, require detailed 	Take following point in consideration: effect of health problem on individual, does this explain observed behavior, risks for others in the workplace, rise of other

	to work or already work in the NHS.		disorder.	assessment by psychiatrist or clinical psychologist on mental health problem	problems in workplace, does work harm individual
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9. UK (2005)	Provide evidence-based answers on questions related to prevention, retention and rehabilitation mental disorders in the work environment.	People with mental disorders and mental distress (common mental health problems) in the work environment.	Common mental health problems which occur most frequently and are more prevalent, are most successfully treated in primary care, and are least disabling in terms of stigmatizing attitudes and discriminatory behavior. Exclusion of severe mental ill health (as defined by the National Service Framework for Mental Health).	Not specifically mentioned in the guideline	Not specifically mentioned in the guideline
10. Japan (2009)	To provide a guideline to optimally support workers with mental health problems who want to return to work	Employees with common mental health problems	There are not specific diagnostics criteria in the guideline. Inclusion criteria based on the professional diagnosis	-Professional judgment of mental health physician in charge about starting of the RTW process -Assess if employee: is able to commute safely; can perform tasks for fixed working hours (e.g.8 hours); experiences side effects of medication	-Evaluate the work environment: does it fits the employee; communication with co-workers and supervisor; the degree of quantitative and qualitative work load; is workplace climate supportive; possibilities to change the workplace - Identify risk factors: supervisor's concern for the employee condition; coworker support; understanding for the employee's condition and consideration
11. Finland (2009)	Guideline is meant for depression prevention, management and rehabilitation for professionals in OHS	Employees with depressive disorder	Patients with a depressive disorder or recurrent depressive disorders (according to ICD criteria) but fits also other depression symptoms	Holistic/general assessment: - Diagnostics of depression and other mental health complaints - Assess self-destruction, life events, social support outside work - Lab diagnostics if needed for differential diagnosis	- Assess the workplace, work conditions, social support within work - Assess rehabilitation needs and work ability - Sometimes additional information from neuropsychological, work psychologists, occupational therapist and policlinical or hospital investigations.

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12 Finland (2010)	The guideline is meant for the information, recognition, prevention and management of work-related stress	Employees with work-related stress symptoms	Workers exposed to a number of stress provoking factors	Use one question from the stress-meter to assess if it is work-related	A list is provided with several dozen psychological, social and work demand factors that increase the likelihood of stress. (unclear if all of these should be assessed in an individual patient.)
13. Republic of Korea (2011)	To provide a guideline to optimally support workers and their workplace with acute stress problems after disaster	Workers that suffer from loss of control and performance problems due to disaster	There are not specific diagnostics criteria in the guideline. Inclusion criteria based on the professional diagnosis	<ul style="list-style-type: none"> - Assess complaints, initial symptoms, suicidality, depression, alcohol problems, general mental health - Assess physical and mental safety and integrity, resources which can be used and mobilized. - Assess if recovery process does not stagnate - Further evaluation of high risk group 	Evaluate the work environment: does it fits the employee; communication with co-workers and supervisor; operation of crisis intervention center at workplace
14. Republic of Korea (2011)	To provide a guideline to optimally support managers and supervisors who have to help workers with job-related stress problems	Workers that suffer from job-related stress	There are not specific diagnostics criteria in the guideline. Inclusion criteria based on the professional diagnosis	<ul style="list-style-type: none"> - Assess complaints, initial symptoms, usual behaviors and emotional states, and recent distinct changes - Assess physical and mental safety and integrity - Assess high risk groups who want to RTW after sickness leave. 	<ul style="list-style-type: none"> - Evaluate the work environment: communication with co-workers and supervisor; - Provide theoretical model of job-related stress (based on NIOSH) - Assess Supervisor's role in early detection of signs and symptoms