Context
- Obtaining organizational commitment
- Steering and working group
- Integration of the programme to organizational health system
- Local implementation planning groups
- Employee ambassadors

Multi-faceted intervention
- Supervisor knowledge exchange
- Education of local therapists
- ↑ supervisor knowledge
- ↑ knowledge about low back pain
- how to manage low back pain
- how to improve physical work environment
- ↓ perceived physical exertion
- ↑ capacity to cope with pain
- ↑ physical capacity
- ↓ low back pain
- ↓ consequences

Resources
Input - programme
Immediate impacts
Behavioral impacts
Health outcomes