T –1: Start sick leave employee due to mental health problems
Registration of employees by OHS as being on sick leave

1<sup>st</sup> week after start sick leave: Consultation case manager
Study information to employee by case manager

2<sup>nd</sup> week after start sick leave: First consultation OP
Recruitment participants study by OP during first consultation

Employee signs informed consent, OP sends this to researcher
OP unseals envelop with treatment allocation

T 0: Inclusion in RCT: study population
Checking for eligibility criteria by researcher

Intervention:
Guidance OP according to guideline

Usual care: Minimal involvement
OP and easy access to psychologist

T1: Mental health questionnaires
Data collection treatment satisfaction

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Data collection treatment satisfaction

T2: Second consultation OP
Data collection treatment satisfaction

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Data collection treatment satisfaction

T3: Last consultation OP
Data collection treatment satisfaction

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Data collection treatment satisfaction

T4: Follow-up 1 year after inclusion
Data collection sick leave

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