All nursing aides/assistant nurses working in five out of six units of the home-care services were invited

\[ n = 659 \]

\[ 534 \ (81\%) \text{ accepted} \]

\[ \text{Drop-outs} \ n = 125 \]

Excluded at 18 months, \( n = 91 \)
- Retired from work \( n = 26 \)
- Left work or off duty \( n = 63 \)
- Deceased \( n = 2 \)

\[ \text{Study group I} \]
\[ n = 443 \]
All participants who answered the questionnaire at baseline.

At baseline, 383 reported no sick leave due to neck, shoulder and/or back disorders

\[ \text{Drop-outs} \ n = 109 \]

\[ \text{Study group II} \]
\[ n = 274 \]
Participants who answered the questionnaire at the 18-month follow-up