Reviewer's report

Title: The effectiveness of interventions targeting mental illness stigma in the workplace: A systematic review

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Reviewer: Thomas W Britt

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Review of “The effectiveness of interventions targeting mental illness stigma in the workplace: A systematic review”

The present manuscript provides a narrative synthesis of 16 studies that had examined the effectiveness of workplace interventions to combat mental illness stigma. Strengths of the manuscript include the identification of the methodological rigor of the interventions, and insuring that the 16 interventions met specific criteria regarding what they targeted and measured. The authors do a good job of drawing conclusions from the 16 studies based upon the strength of the findings and the strength of the methodological rigor of the different studies. Furthermore, this type of narrative synthesis is the appropriate form of review given the relatively small number of studies and the variability in how the interventions were constructed and the factors they addressed. Researchers should be able to use the results of this analysis to justify continued research into the effectiveness of workplace interventions for reducing stigma and improving supportive behaviors towards employees experiencing mental health problems. Below are comments that I believe will strengthen the manuscript:

1) I would put the search strategy information in a Table. The narrative text disrupted the flow of the manuscript.

2) The authors should go into more detail regarding the checklist that was used to assess Study Quality. Doing so would prepare the reader for the results involving the detection of different biases (detection, selection, attrition, information). The assessment of the different studies on these dimensions is a strength of the manuscript, so more detail on this assessment is needed.

3) In the section on Sustainability of Change, the authors note that of the five studies that included a post-intervention follow-up, changes in knowledge, attitude, and behavior “were, in part, sustained over time.” I recommend the authors go into more detail regarding these five studies. Did all of them show sustained changes? Were the changes greater for certain outcomes than others? Given these five studies included the methodologically desirable attribute of following people over time, we need a detailed analysis of the studies to guide future research in the area.

4) Finally, I think Table 1 could be structured to better convey the effects of the interventions in the different studies. I know this is a narrative synthesis, but it would still be useful to have some index of the size of the effects in the 16
studies on the three primary outcomes. Right now only a crude indication of whether the effect was significant is provided. Some estimate of effect size would be desirable.

**Level of interest:** An article of importance in its field

**Quality of written English:** Acceptable

**Statistical review:** No, the manuscript does not need to be seen by a statistician.

**Declaration of competing interests:**

I declare that I have no competing interests.