

Supplementary file 1. Themes and illustrative representative quotations from participants

Theme	N	Topic	Illustrative representative quotes
Breaks	129	OHS-focused breaks (n = 96)	<ul style="list-style-type: none"> • Break to reduce stress, comfortable rest area to reduce stress (P1) • Recreational games to ensure OHS compulsory breaks implemented not skipped (P11) • More breaks from the computer screen and adjust screen brightness (P34) • Relaxing and resting area for quick nap after lunch (P50) • Reduce sitting and screen time: online meetings via walking with video turned off/mobile phones (P120)
		WHP-focused breaks (n = 33)	<ul style="list-style-type: none"> • Burn out because of specific patients such as dementia, or an aggressive patient that is causing physical harm to nurses (P3) • Extra 10-min break to reduce fatigue (P18) • Recreational games during these breaks (P30) • Provide information sessions with specialists that detail ways you can reduce fatigue and discomfort (P193) • More break to participate in WHP (P246)
Training and Education	86	OHS training (n = 51)	<ul style="list-style-type: none"> • Equipment to assist in lifting heavy parcels & educate how to use & store equipment (P21) • Cleaners need to put away equipment (P25) • Manual handling injuries, appropriate height reaching ladders (P31) • Proactively talk with workers to see if they are ok with the call (P33) • An appointment-based system with internal access only, with students with risks (P42) • Not lifting heavy items, seek assistance if required (P94) • Increased safety education sessions (P95) • Constant education of safety management (P99) • Train OHS, training for employees (P111)

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			<ul style="list-style-type: none"> • Manual handling (P119) • Training: move large groceries (P121) • Trolleys to move large equipment, and online and in-person demonstrations to correctly use the equipment (P128) • Supplements to boost the immunity to prevent the spread in customers (P143) • Customers need to carry items properly from the warehouse near the workplace (P169) • Correct lifting techniques (P185) • WHP embedded into existing OHS Toolbox Talks (P228) • More interesting toolbox talks about safety (P237) • Education of safety practices at home in WHP (P243)
		WHP health education (n = 35)	<ul style="list-style-type: none"> • Importance of looking after health (P54) • Slips, trips and falls: education of prevention (P66) • Educational videos on fatigue importance (P76) • Lifestyle education (P96) • Diet, drinking, regular exercise-related information (P98) • Education: regular stretching & moving around (P110) • WHP: more awareness of surrounding environment (P179) • Exercise class, education (P251)
Mental health	50	OHS approach (n = 27)	<ul style="list-style-type: none"> • No social interaction for medical practitioners (P12) • Stress management because of high pressure patients or high workloads to reduce mistakes (P48) • Stress (P68) • Worker stress: hire more staff (P114) • Mental health: more than one staff member to deal with difficult situations (P148) • Safe and supportive work environment (P177) • Workplace stress (P254)
		WHP approach (n = 23)	<ul style="list-style-type: none"> • Stress management workshop, counselling & wellness program (P1) • Social events to reduce stress (P114)

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			<ul style="list-style-type: none"> • Mental health resources, stress management workshops, access to counselling services (P177)
Risk management	51		<ul style="list-style-type: none"> • Clear job role (P1) • Noise management (P69) • Risk management: from animals, surgical equipment, interaction with owners & chemicals, x-rays/imaging (P73) • Temperature management (e.g. better heating and cooling) (P101) • Clutter/boxes in the pharmacy to reduce tripping hazards (P108) • Noise reduction from nearby construction (P125) • Clear work division in workers (P137) • Noise when doing medication rounds, paper charts (P152) • Temperature control: comfortable office temperature (P197)
Ergonomic workstations	41		<ul style="list-style-type: none"> • Provide the right equipment for good sitting posture (P4) • Adjusting workstation & ergonomic equipment to reduce the risk of musculoskeletal injuries, however, home visit to check setup is preferred for working from home (P6) • Ergonomic chair, adjustable monitor and desk (avoid long sitting, comfort when typing, eye level to reduce neck strain) (P51) • Ergonomic chair (P192) • Medical practitioners, for example, may need special workstations (e.g. booster chairs) when treating children (P219)
Recreational and physical activities	38	Recreational activities (n = 17)	<ul style="list-style-type: none"> • Fitness class, coffee walk & mini game (P1) • Scheduled game time (P5) • Recreational games to reduce fatigue (P43) • Puzzle (P45) • Posture, bending & stretching (P81) • Fun staff lunch (P104) • Games in recreation room with refreshments (P212)
		Physical activities (n = 21)	<ul style="list-style-type: none"> • Physical exercises (P24) • Take a walk (P72)

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			<ul style="list-style-type: none"> • Encourage more moving to reduce long sitting (P103) • Badmintons (P133) • Physical activity & fitness: virtual fitness classes, step challenges (P138) • Back pain from sitting too much (P153) • Times for a walk because of sitting too much (P164) • Physical activity: on-site fitness facilities, group exercise (P197)
Personal protective equipment	16		<ul style="list-style-type: none"> • Better quality hand wash liquids (P32) • Hard toe shoes (P37) • Wear well fitted footwear to reduce any injuries and damage (P66) • Sun cream (P67) • High visibility clothes (P70) • PPE safety gear (P128) • Bottle/umbrella for self-care in different weathers (P222)