

APPENDIX A

Guideline for semi-structured interview with occupational health nursing practitioners

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Date	_____
	yy – mm – dd
Factory and Region	

1. Tell me about the Company's Wellness Programme (WP).
2. How many employees have joined the WP? How many employees in the factory?
3. What do you think made them join? What are the reasons for them joining?
4. Do you think other employees are hesitant to join? If so, what do you think is causing them not to join?
5. What, in your opinion, are the good points about the WP and what are your reasons for saying so?
6. Is there anything that you think can be improved? If so, what?
7. What is your perception of the effect of the WP on the employees who have joined?
8. Are there any specific stories that you would like to share with me?
9. What is your opinion about providing nutritional supplementation as part of the WP?
10. What specific nutritional supplements does your factory purchase for the employees in the WP?
11. How do you feel the supplementation is going?
12. What are your perceptions regarding the progress of the patients on the supplements?
 - a. Is this the same for all patients? Tell me more.
 - b. Could you give me details of a specific case that comes to mind?
13. Have the patients told you anything regarding the products that you think is important to share with me?
14. Would you recommend the supplements to other patients?
15. Do you have any specific needs as occupational health sister regarding the WP?

16. Is there anything else that you would like to say about this topic?

Thank you very much for agreeing to participate in this study.

APPENDIX B

Ethics form and explanation of change in methodology and title of study

Change in study methodology and title

It was initially hoped that this research study could be performed using mainly a quantitative method of a before-and-after study. Two samples (one using a basic supplement ('Mixture of Life') and the other using a specialised supplement ('SuperPap') of 100 to 120 employees each were to be compared with each other. However, unforeseen circumstances within the Company caused that the sample size was not achieved. At first it was hoped that the sample size would be achieved after some delay, but by August 2005 there were no indications that it would be the case. Thus, the original proposal was amended to its current form and re-submitted for post-graduate committee approval, obtained in 2006.