

Table S4. Details of quantitative interventional studies

Author	Sampling	Intervention (Abbreviated TIDieR checklist)	^a Care support worker demographics	Outcomes	Results
Jeon (2015)[45]	Convenience sampling from 45 sites within a single aged care organisation across both urban and rural areas. 24 sites randomly selected	<i>Name:</i> Clinical Leadership in Aged Care (CLiAC) <i>Why:</i> To develop leadership and management skills in middle managers <i>What:</i> 12-month leadership training program, incorporating action learning techniques, feedback, case scenarios and individual practice improvement projects <i>Who:</i> A facilitator with extensive nurse manager experience <i>How:</i> Individual meetings every four to six weeks, group discussions and workshops supplemented by learning resources Control group: usual education and training	Gender: NR Age: Intervention group 14% <35, 25% 35-44, 35% 45-54, 26% >55 years; Control group 18% <35, 16% 35-44, 37% 45-54, 29% >55 years Employed: Intervention group 30% <3, 19% 3-5, 35% 5-10, 16% >10 years; Control group 25% <3, 12% 3-5, 33% 5-10, 30% >10 years	Work environment Care quality and safety Work stress Staff turnover rates Staff stress level Staff absenteeism	Work environment: Significant difference favouring intervention in greater supervisor support (0.61, 95% CI 0.04-1.18, $p=0.04$), perception of manager leadership style and behaviours (0.30, 95% CI 0.09-0.51, $p=0.005$) and leadership outcomes (0.35, 95% CI 0.13-0.56, $p=0.001$) Care and quality: No difference in care staff attitudes towards dementia care or person-centred care. Staff turnover: No effect of the intervention ($p=0.16$) Care staff job satisfaction, stress, and intention to leave: No effect of the intervention
Ericson-Lindman (2017)[46]	Random selection of a single RACF from 21 potential facilities in an urban area	<i>Name:</i> Not reported <i>Why:</i> To address stress of conscience in aged care staff <i>What:</i> Participatory action research intervention <i>Who:</i> Not reported <i>How:</i> 12 sessions of 90-minute duration with RN and NA participants together, using problem-based learning to learn how to constructively deal with issues of troubled conscience.	Gender: 89% female Age: 52 (7.4) years Employed: 22 (7.6) years	Stress of conscience Perception of conscience Burnout Social support	Perception of conscience: Significantly less agreement with "Our conscience warns us against hurting others" ($p=0.04$) Social support: Significantly higher score "Are your work achievements appreciated by your immediate superior?" ($p<0.001$) Stress of conscience and burnout: No significant difference
O'Brien (2019)[47]	Convenience sampling from "several" LTCFs in an urban area	<i>Name:</i> Not reported <i>Why:</i> To understand the experience of care staff undergoing group therapy <i>What:</i> Acceptance and Commitment Therapy (ACT) focused on workplace	Gender: 86% female Age: 37.9 (13.2) years Employed: 12 (9.9) years	Workplace injuries-days absent, frequency, injury complaint Mental Health	Days missed due to injury: Significantly less days missed for treatment group at 1-month follow up, $F(1, 57) = 7.59$, $p = 0.008$, $n^2 = 0.12$

challenges and stressors and methods to constructively deal with them <i>Who:</i> Not reported <i>How:</i> Two 2.5-h sessions of group-based therapy spaced 1 week apart	Group therapy process	Injury frequency or complaints: nil difference within or between-groups Mental health: Significant reduction for treatment group in mental health symptoms $F(1, 28) = 9.28, p = 0.005$. Themes from process evaluation: Mindfulness exercises an interesting way to reconceptualize challenges at work. Group-based therapy well-received and encouraged greater team bonds through common experiences
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^a Data presented as mean (SD) where possible, converted using standard calculations where required. ACA, aged care assistant; AIN, assistant in nursing; CA, care aide; CNA, certified nursing assistant; DCW, direct care workers; DON, director of nursing; LN, licensed nurse; HHA, home health aide; LTCF, long-term care facility; n/a, not applicable; NA, nurse assistant; NH, nursing home; NR, not reported; PCW, personal care worker; PSW, personal support worker; RACF, residential aged care facility; RN, registered nurse; SNF, skilled nursing facility