

## Application of the GRADE Evidence to Decision Framework in Occupational Health

### Results

We performed evidence reviews for the questions related to risk factors, prognostic factors and interventions (effectiveness and cost-effectiveness). Due to resource constraints, we did not have these evidence reports available for the other items of the GRADE Evidence to Decision Framework. Furthermore, the search for cost-effectiveness studies of interventions did not yield any relevant articles. We therefore used other sources of information to be able to use all framework items in the formulation of recommendations.

One of the alternative sources was the Netherlands Working Condition Survey, used to underpin the societal perspective. This survey lists the percentage of employees reporting conflicts with either colleagues or supervisors. Furthermore, costs of interventions other than usual occupational care e.g., conflict management training, were estimated from online advertisements.

We used the professional or clinical experience with conflicts at work from the guideline development group members to discuss patient, employee and employer perspectives and organisation of care. Table 1 shows the background of all group members, apart from the chair (occupational physician/researcher occupational medicine) and guideline methodologist. We aimed to have all relevant perspectives represented in the guideline development group.

Table 1 Guideline development group

profession	n
Occupational physicians	3
Health and safety nurse	1
Insurance physician	1
Work and organisation expert	1
Expert work capacity	1
General practitioner	1
Psychologist	1
Judge	1
Employee representative	1
Employer representative	1
Patient representative	1

The guideline consists of the guideline text and a separate background document. For each recommendation, we provided an overview of the framework items in the background document, to show all factors that played a role in formulating the specific recommendation.

Read more: [https://nvab-online.nl/gin\\_grade](https://nvab-online.nl/gin_grade)