

Supplementary Table: Main themes derived from interviews with SP4S-H program.		
Dimensions (Themes)	Subthemes	Exemplary Quotes
Reach – Internal and external influences for SP4S-H program participation	<u>Internal</u> Appeals to staff who already were interested in greenery.	ID 19: Personally, I like green as well. So I thought, this is something that’s interesting, that erm... A company would organize for employees. So yeah, I joined because of that. [31 to 40-year-old administrator]
	Reach of program can be improved by factoring in the needs of different personalities.	ID 26: I was thinking hybrid mode will be good so for example like some of it we run through Zoom, some of it you run through face to face, so ... it’s not all the time they like interaction. Is not all the staff they really enjoy doing all these things with their colleagues (lah). So, I think Hybrid mode will be good, not only for how you run but also people type. Some of them might enjoy more of physical events. ID 26: So actually, last time I think we do have an event called... don’t know walk to where. Is it Pearl’s hill somewhere? It’s to... it’s to walk together about 3 to 4 o’clock, then just walk to Pearl’s Hill, and then come back. For that one right, rehab (members’) sign up rate is quite low. The reason why Is because, to be honest, we actually do quite a lot of physical things when we are working. Then most of us really rather rest after that (lah). That’s why the sign-up rate really low at that time. [≤30-year-old physiotherapist]

		<p>ID 3: Saturday we are working, so this could be eliminated so that we get back our own time more... and if let's say, I want to participate in our hobby, for example, we'll be left with Sunday, and Sunday lots of time is family day so in the end, we actually don't really have time for ourselves.</p> <p>[31 to 40-year-old occupational therapist]</p>
	External Support from leaders and peers (via information dissemination) increases program reach	<p>ID 24: To be honest, I think can just blast out (leh) to our bosses, so the bosses can like cascade down in our group chats because I think the last terrarium one had a lot of traction, like they had like 2 sessions and they were all fully booked yeah. Yeah. I think a lot of people were quite excited (lah). Yeah.</p> <p>[41 to 50-year-old administrator]</p>
		<p>ID 4: Okay, I think we also need someone that's really interested in it. And also like, try how to find people and form up a team. So I's still go back to through the department. So, most of the time like my department sometimes we will just ask just announce it, and then ask who want to join and then try to form a team together. That kind of thing.</p> <p>[31 to 40-year-old doctor]</p>
<p>Perceived effects – SP4S-H improved several domains of participants' lives, but some effects are short-lived.</p>	Staff's knowledge on horticulture was improved	<p>ID 2: What did I learn from this program? Growing plants is not as easy as it seems la. Although it seems like a (Towle) staff activity can do everything but growing plants still need effort (la). To be honest, I don't have expectations, or set any goals when I participate in things la. Yeah, I just want to find out more like what we do... what we do for such things. So, after participating right, yeah (la), I think I do have a little bit more ... slightly more knowledge. That's about it.</p> <p>[41 to 50-year-old administrator]</p>

	The workplace was liven up.	ID 21: I think some of the offices at BVCH were like a mini garden where we have our air plants there, and all our colleagues would water it and the air plants would bloom with flowers. [≤30-year-old administrator]
	Staff was able to better cope with stress	ID 14: Hmm, after participating how I feel ah. Well, as I mentioned just now, it leads to like, oh, this is a thing that sometimes think of it can join together with my this plant I can bring it home, and from home I can expand it, you know. Ah. So it sort of like a bit destress out from something that ah though, is from my workplace, so stressful, I had to do like clean up patient, and all these things. But this thing brings me a bit of, I will say the delight la, is something like though it's not, cannot eat, but it's something like delights me la. [≥51-year-old patient experience associate]
		ID 19: I purposely leave [the airplant] on the table at workplace.... Yeah, yeah, in order to remind myself. Yeah, to slow down. [31 to 40-year-old administrator]
	There is increased staff bonding	ID 13: Yeah. And then the bonding also. We feel like, I mean, we feel like family when we together interact each other. Then we can know them more right. Like when I went there, I saw some nurses all this which I don't know them, but through this, er... I mean through this workshop. We... can know each other then [ask] “eh how [do] you feel [about] this” ... And then “Eh you cannot do that”, then “eh at home I have this”, you see everything come out. (laughs) [41 to 50-year-old administrator]

		<p>ID 23: Yeah, because actually we are all on the same level, so some of them will just pop in to see the plants... Weekly maybe they were just come in for a quick check... We sign up for the same program again. You know same kind of... I mean some activities by HR then we would meet again.</p> <p>[≥51-year-old social work associate]</p>
	Some staff did not continue forming deeper friendships with team members after the program	<p>ID 22: Why is it that I don't mix with them? It just so happen. I mean we talk, pass by, sometimes we see each other. We say, “Hi, how are you and your plant ah? Wow, your plant is still...” you know, that's all. You know, all of us are busy with our own work, you know, and our own activities.</p> <p>[31 to 40-year-old physiotherapist]</p>
	Staff feels that SP4S-H may not ultimately help them address life’s challenges	<p>ID 17: I should say... maybe [horticulture activities cannot help to address life’s challenges] ... At that point of time la...Because after that, you forget you put it behind your head it already, then you have to face the bullet again, and face your life again lah.</p> <p>[≥51-year-old well-being coordinator]</p>
Adoption – Staff were unaware of any differences in adoption of SP4S-H across sites and felt that its ground-up support was adequate.	The support from leaders was adequate to roll out SP4S-H	<p>ID 15: Hmm (pause) I thought [there was adequate support from senior management and heads of departments], It's not bad, because there's a group of committees planning, and then they have the sufficient budget to actually engage a proper trainer to do all this, so I thought its quite, it’s quite sufficient lah.</p> <p>[≤30-year-old administrator]</p>
	Participants and organisers are unaware of any differences in adoption across sites	<p>ID 22: I have not, I have not experienced that myself. I only experienced it here. SKCH for the first time. BVH I don’t think we had the opportunity. OCH I don’t know.</p> <p>[31 to 40-year-old physiotherapist]</p>

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<p>Implementation – Though there are certain prerequisites from all staff in implementation, SP4S-H is unique and straightforward for implementation.</p>	Multiple resources were required to roll out SP4S-H	<p>ID 1: Hmm (pause) I would say that for every, uh, I mean, including the cost of the, the (pause) um, uh, vendor, maybe per staff who were impacted by this event, would be maybe fifteen dollars per person?</p> <p>[≤30-year-old administrator]</p>
		<p>ID 26: Like need to book a room and help them to open and click the link, open and just show them lah. And the other things on setting up right, is about the collecting materials... We might (need) to think about a little bit more like how the logistics is all these things. Because that time think, even though I was told it was quite heavy to carry all these things and it was another staff. It’s still quite tough for us with a trolley, even with a trolley.</p> <p>[≤30-year-old physiotherapist]</p>

	Accommodating participants' preferences was a major barrier in implementation.	<p>ID 10: If you are talking about true barriers in terms of participating in air plant program per se, then barriers will be, (uhh) if you are allowed during your work office, or the office, office hour to participate in such program. For example, I want to bring. I want to organize an outing to this air plant nursery to learn more about air plant of different kinds. But, if I do it after office hour, I know the response going to be very poor, people don't want to You know, spend their so-called own time to do this, but if we do it during office hour would the supervisor allow them to go, right? And we all know that for the clinical staff, it's going to be very challenging because they do have to be in the ward to do what they're supposed to do so these are the barriers (lah) if you ask me if we're getting people to do this kind of joy at work. Program, social prescribing programs during their non-office hour. Unless they're really, really, interested.</p> <p>[≥51-year old administrator]</p>
		<p>ID 1: I guess one challenge would be to streamline the type of, um, activity we want, um, to, to plan for the staff because, like, horticulture is one aspect of what I mentioned earlier, that is based on informal ground sentiments that people enjoy this, right, but moving forward, like there is so many different activities that we could engage staff with. Uh, I think the challenge is like, choosing one theme, and then, like, uh, uh, like, uh like going deep, like deep diving with that theme to engage staff through that.</p> <p>[≤30-year-old administrator]</p>

	Few adaptations or contingency plans required as the program was not complex to implement	<p>ID 10: Erm in terms of planning, there's no contingency plan. But we always know that what is our objectives, if anything, that we think we can't roll out because of whatever reason there's always a quick idea, you know. How should we overcome these and replace this. But in terms of the planning ones, will be when we actually came up with the whole entire programs, on how we want to do this social prescribing for staff, there, there wasn't a corner to say a contingency plan in case, the above, you know, yeah. Fails. We don't, because when we do that we know that somehow we can carry it out, because all this program are quite safe program, under I I during that time in the that kind of conditions quite safe.</p> <p>[≥51-year old female administrator, organiser]</p>
Maintenance – The sustainability of SP4S-H requires lots of perseverance.	Continued staff recruitment involves trying different approaches to engage them	<p>ID 1: I think praise reports will help, testimonials from people who benefited from it, um uh (pause) Maybe like summary, project summary to show what has happened in the past one year of social prescribing for staff to tell people who have not heard of it that, hey, this is happening. Maybe like, maybe like, um, uh, like, staff reps from each department being sent for a different, uh, activities. So, for example, like, like during townhall right? You see, representatives from each department coming in because, uh they are, they were volunteered by their HOD right? So perhaps, like, if we could start this like, ball rolling, then eventually, people who find it interesting, they would sign up on their own accord, yeah.</p> <p>[≤30-year-old administrator]</p>

	Context – A self-care culture can be inculcated in the community hospitals to address life’s challenges.	<p>Some staff prefer to rely on themselves and do not look to the institution for social support.</p> <p>ID 14: I think I don't need my company to do any social support for me. Okay? Because it's my personal life. I choose it- I have to choose it myself, I don't think so. I want to rely so much on outside people to do- give me this support, because this support is, you yourself have to go and find out. [laughs] You get what I mean or not? Uh. Unless I come with any troubles or issues that I think I need to address it to somebody that can resolve this issue, or either implement or do something about it.</p> <p>[≥51-year-old patient experience associate]</p>
	Different coping mechanisms to life’s challenges	<p>ID 17: Because only time can heal a lot of things la, like passing moment, a passing cloud. So I find that it's not easy la for everybody la. Everybody have to cope in a way or another. They have different err how to say... hmm character, different err they called attitude on life. So everybody is err also have to learn to cope la in a way or another.</p> <p>[≥51-year-old well-being coordinator]</p>
	Need to build a self-caring culture for similar well-being promoting programmes to be accepted by staff	<p>ID 1: Yeah, then there's like the balance between, like giving that time. And then the staff just, you know, doing non-wellbeing related things, you know, I think it really requires a lot of culture building. Yeah. Like, like um, how comfortable people are in talking about activities that are, uh, specific to staff well-being. Yeah, because (pause) like it could be a taboo, you know, I'm not sure if it is here like, whereby if I say that oh, I'm gonna... I'm gonna go take the afternoon to go for a nature walk, you know, like sometimes we are a bit embarrassed to say it, because we are not sure if that's socially acceptable while the rest of your team are like, like, like slogging off (laughs) so I guess, like, it's a whole culture thing that we will need time to build up.</p> <p>[≤30-year-old administrator]</p>

Footnote: Wellbeing coordinators are part of the healthcare team who refer patients for activities relating to social prescribing. This is analogous to link workers in the United Kingdom.