

Online supplement 1: Implementation activities included in each of the three group packages, mapped against Capability, Opportunity, Motivation- Behaviour (COM-B) model, the Theoretical Domains Framework (TDF) and behaviour change intervention function (as per the Behaviour Change Wheel).

COM-B Domain	TDF Domain	Behaviour change intervention function	Implementation strategies used in the intervention package	Facilitator-mediated implementation package	Self-directed implementation package	Usual care package
Physical capability	Physical skills	Training	Point-of-care videos demonstrating clinical practice	✓	✓	
Psychological capability	Knowledge	Education	Usual EBP support and in-services	✓	✓	✓
	Knowledge	Education	Fortnightly / Monthly supervision with senior peer-therapist	✓	✓	✓
	Knowledge	Education	Face-to-Face education sessions	✓		
	Knowledge	Education	Online Modules	✓	✓	
	Knowledge	Education	Evidence Summary Postcards	✓	✓	
	Knowledge	Education	Posters of each clinical practice guideline recommendation	✓	✓	
	Knowledge	Education	Written Manuals	✓	✓	
	Memory, attention and decision processes	Modelling	Coaching and mentoring from senior therapist	✓		
	Cognitive and interpersonal skills	Persuasion	Strategy provision for patient coaching and motivational interviewing.	✓		
	Behaviour regulation	Incentivisation	Auditing of files and patient timetable to provide real-time feedback on the amount and type of therapy provided	✓		

Physical opportunity	Environmental context and resources	Environmental restructuring	Access to essential resources (e-stims, GRASP kits, assessments)	✓	✓
	Environmental context and resources	Environmental restructuring	Access to intervention resources (portable upper limb kits, assessments, CIMT mitts, treatment tables)	✓	
	Environmental context and resources	Environmental restructuring	Care pathway to simplify clinical reasoning to adhere to amount / intensity CPG	✓	✓
	Environmental context and resources	Environmental restructuring	Space created for self-practice	✓	
	Environmental context and resources	Environmental restructuring	Time Management: Group sessions to support one another to deliver an hour/day upper limb rehabilitation	✓	
	Environmental context and resources	Environmental restructuring	Time Management: posters for how to increase the amount of therapy without increasing therapist one-on-one time	✓	✓
	Reflective Motivation	Goals	Environmental restructuring	Pre-planned treatment plans based on patient goals	✓
Social opportunity	Social influences	Coercion	Consumer information: Evidence based therapy and CPG Posters/Brochures	✓	✓
	Social influences	Coercion	Consumer information: Seminars for consumers	✓	

COM-B= Capability, Opportunity, Motivation- Behaviour, TDF= Theoretical Domains Framework, EBP= Evidence Based Practice, CPG= Clinical Practice Guideline, UL= Upper Limb, CIMT= Constraint Induced Movement Therapy, GRASP= Graded Repetitive Arm Supplementary Program.