**Online Supplementary Table 1: Pairwise associations between individual symptoms of frailty**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Frailty symptoms | Unintentional weight loss | Exhaustion | Weakness of grip | Slow walking speed |
| Unintentional weight loss | - |  |  |  |
| Exhaustion | 2.5 (2.0,3.2) | - |  |  |
| Weakness of grip | 2.5 (2.1,3.0) | 6.1 (5.0,7.4) | - |  |
| Slow walking speed | 3.5 (2.8,4.3) | 10.5 (8.5,12.9) | 11.9 (9.9,14.4) | - |
| Low physical activity | 1.4 (1.2,1.7) | 3.1 (2.5,3.8) | 2.2 (1.9,2.6) | 6.1 (4.9,7.5) |

Crude Odds Ratios (95%CI)

**Online Supplementary Table 2: Associations of frailty with work outcomes and perceptions, adjusted for low well-being and persistent musculoskeletal pain**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Pre-frail vs. not frail** | |  | **Frail vs. not frail** | |
| **Outcomes** | **OR** | **(95% CI)** |  | **OR** | **(95% CI)** |
|
| **Entire Sample (n =8,095 )** |  |  |  |  |  |
| Not in work vs. in work | 1.3 | (1.2,1.5) |  | 7.7 | (5.6,10.6) |
| Left for a health reason vs. not | 2.9 | (2.5,3.5) |  | 14.1 | (10.4,19.0) |
| **Those in work (maximum n=5,486)** |  |  |  |  |  |
| Sick leave, days past 12 months : |  |  |  |  |  |
| Any vs. none | 1.4 | (1.2,1.6) |  | 2.3 | (1.4,4.0) |
| >20 days vs. <20 days | 1.9 | (1.5,2.4) |  | 4.9 | (2.9,8.5) |
| Cut down on work, past 12 months: |  |  |  |  |  |
| Any vs. none | 1.7 | (1.5,1.9) |  | 3.6 | (2.1,6.3) |
| A lot vs. not a lot (none/a little) | 2.3 | (1.8,3.0) |  | 7.8 | (4.5,13.4) |
| Coping with work’s physical demands (vs. easily): |  |  |  |  |  |
| With some/great difficulty | 2.0 | (1.7,2.3) |  | 6.5 | (3.4,12.2) |
| Coping with work’s mental demands (vs. easily): |  |  |  |  |  |
| With some/great difficulty | 1.4 | (1.2,1.6) |  | 2.8 | (1.7,4.7) |
| Expecting to be able to cope in 2 years’ time (vs. yes): |  |  |  |  |  |
| No/not sure | 1.8 | (1.5,2.0) |  | 6.8 | (3.8,12.3) |
| Lying awake at night worrying about work (vs. sometimes/rarely/never): |  |  |  |  |  |
| Often | 1.6 | (1.3,1.9) |  | 2.8 | (1.6,4.7) |
| Job security (vs. secure/very secure): |  |  |  |  |  |
| Insecure/very insecure | 1.1 | (1.0,1.3) |  | 1.9 | (1.2,3.3) |

Odds ratios (OR) are adjusted for age, sex, persistent musculoskeletal pain at >1 anatomical site, and low well-being