

Supplemental Table 1: Weekly workloads by role group

Role Group	New consultations	Follow-up visits	Protected time (including documentation)	Other
MD	7	38	15 hours	Staffs some NP consultations
PhD	5-7	20	13.5 hours	Triage (shared with SW)
NP	5	38	8 hours	
SW	0	10	5.5 hours	Case management, Triage (shared with PhD)
MA	0	0	2.5 hours	Works with MD and NP primarily/ patient-reported outcome measures for all patients