

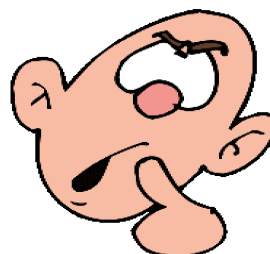
Workplace-based Work Disability prevention models

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So...

- What is a conceptual model?
- and
- What is a conceptual framework?



A conceptual model

- referred as conceptual framework
- And
- “identifies a set of variables and relationships that should be examined in order to explain the phenomena”

Kitson et al. 2008

Models are different from theories

- because they often provide a visual picture of empirical findings and/or the experience of practicing professionals.
- Scientific models might be based on more than one theory or may represent a single theory in its operationalized form.

Work disability

- Work disability is a complex person-environment problem

Work disability

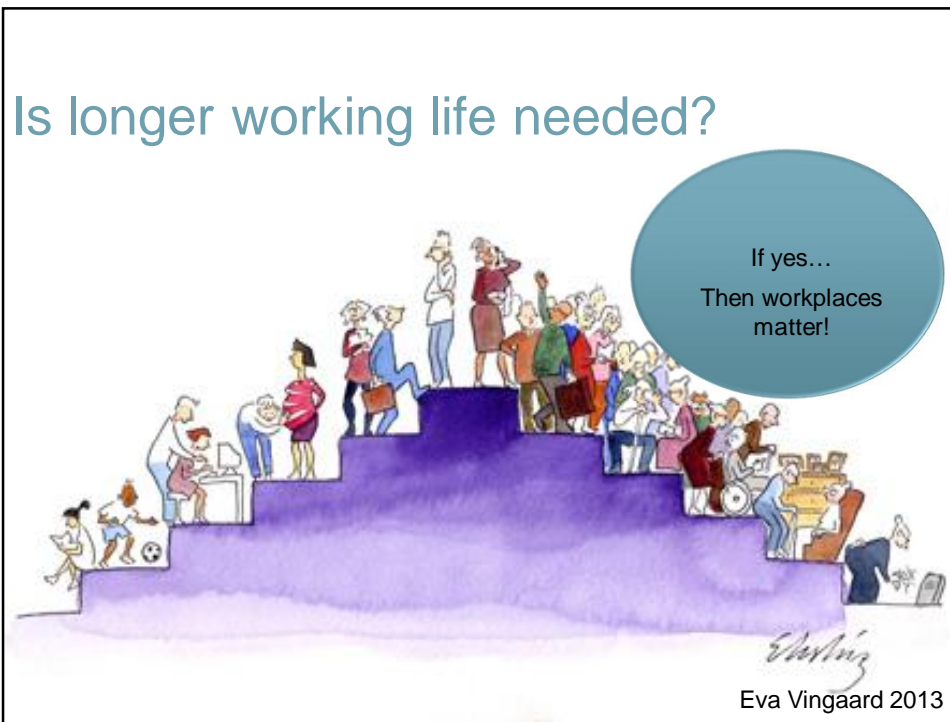
- Work disability is a complex person-**environment** problem

From a public health perspective

- Work is as important to good health as are education, diet, exercise, and other determinants of health.
- Within this framework, work disability is the outcome of multiple upstream forces that, regardless of the cause of an injury or disease, promote the development of work disability

Is longer working life needed?

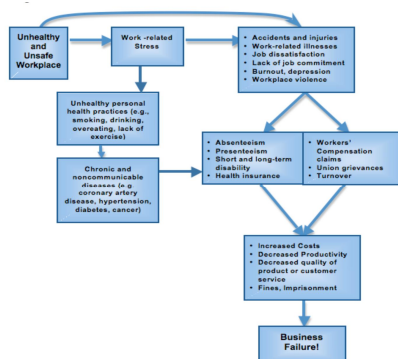




Workplace Environment Is Not Static

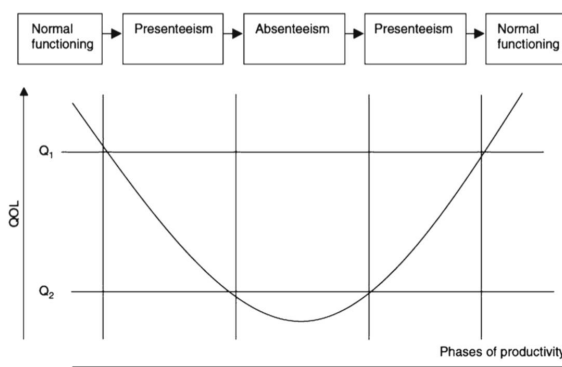
- Workplaces are dynamic and have a purpose and priorities that may not easily accommodate work disability prevention
- the dynamic nature of the work-place may interfere with the ability to focus on sickness absence and return to work processes.

The Business case in a nutshell



Joan Burton WHO Healthy Workplace Framework: Background and Supporting Literature and Practices, 2010

Possible relationship between productivity and QOL

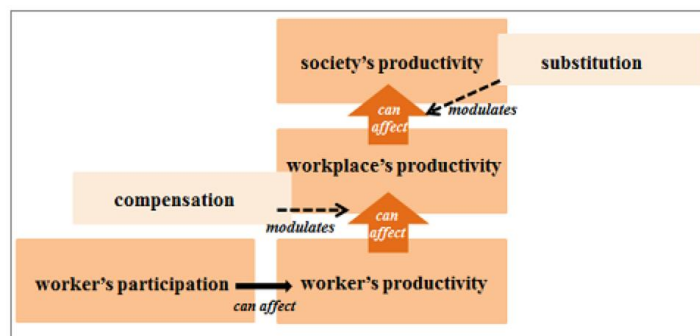


Brouwer et al. 2005

All perspectives have to deal with prospects and consequences

- By now some workplace- based intervention studies undertake economic analyses
- This is understandable, as the employer is an important stakeholder, who in the case of sick workers is primarily confronted with productivity losses and costs to maintain the production.
- However, as productivity costs might depend on eligibility criteria of social security benefits and allocation (Tomba et al. 2008).

Once reduced productivity at the level of the worker occurs, this can affect the productivity of a workplace and finally also the productivity of society



But taking social responsibility can be a challenge!



■ HR MANAGEMENT

A cure for sick-leave abuse

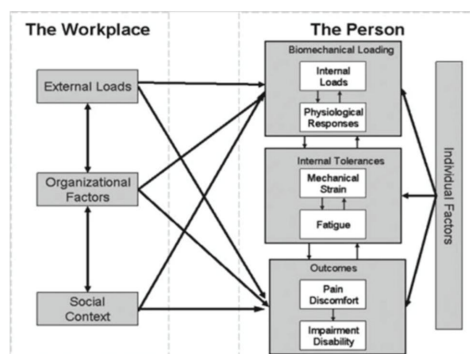
Employees' abuse of sick leave costs organisations and the economy dearly. How can this problem be managed effectively?



Workplace-based Work Disability prevention models?

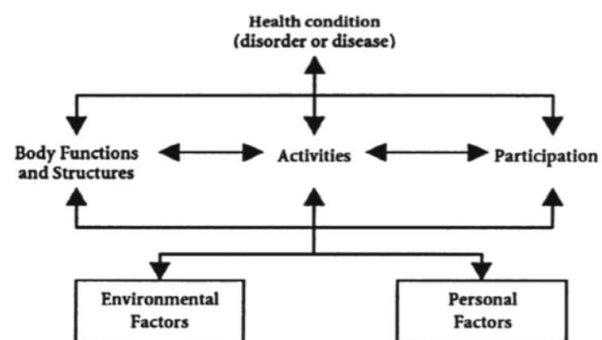
- *IOM–NRC model*
- *ICF*
- Expanded International Classification of Functioning
- Integrated Model for Control of Work-Related Musculoskeletal Disorders
- A conceptual model describing the multiple influences of workplace issues on work disability

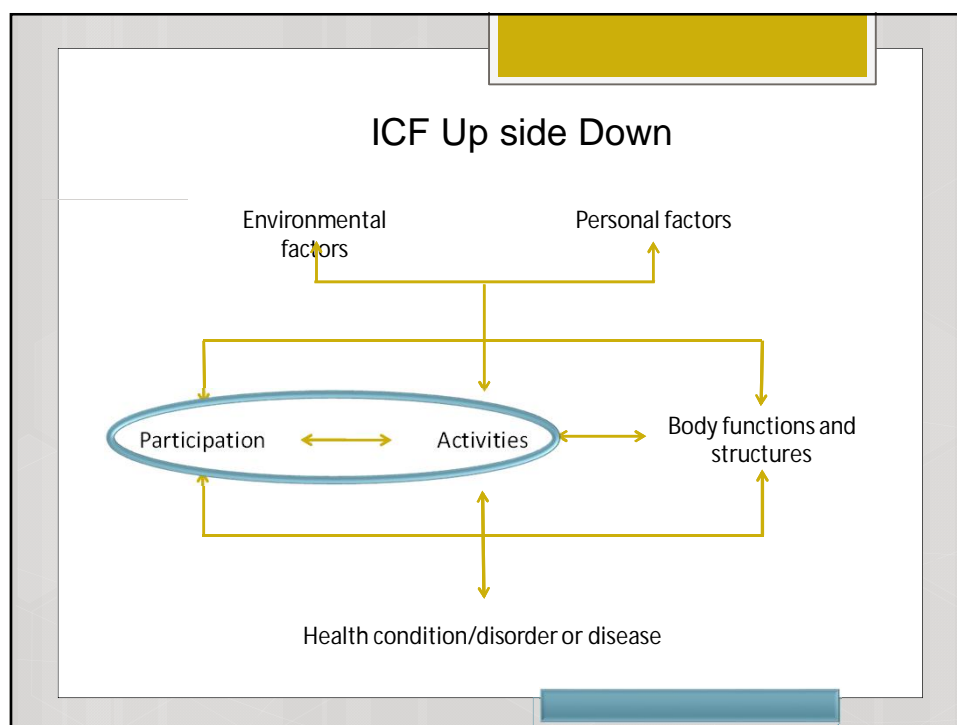
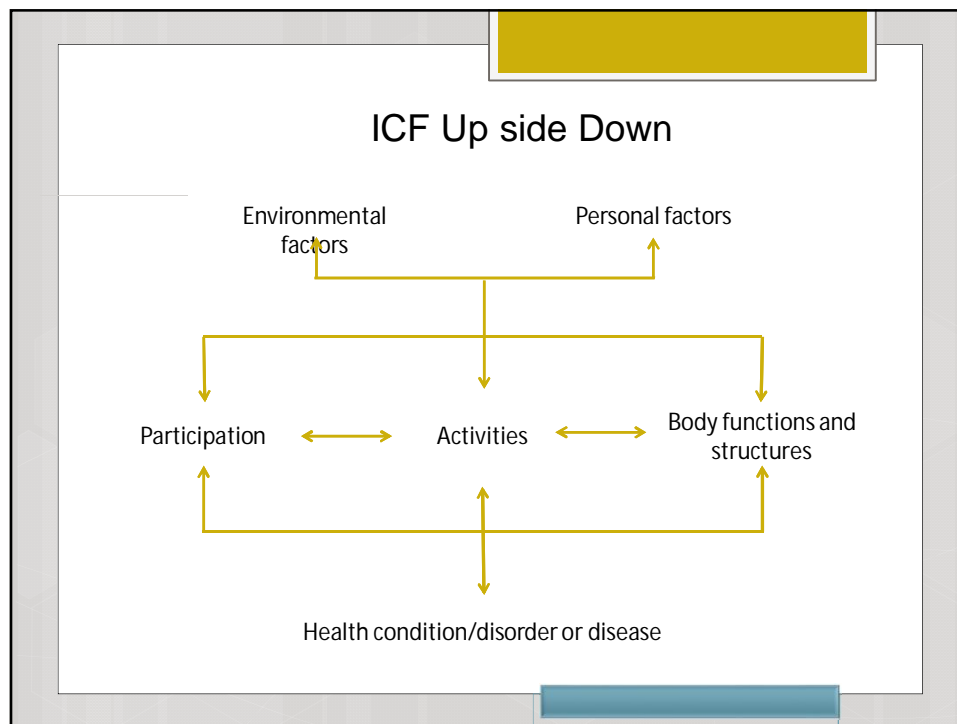
IOM–NRC model "person–environment"



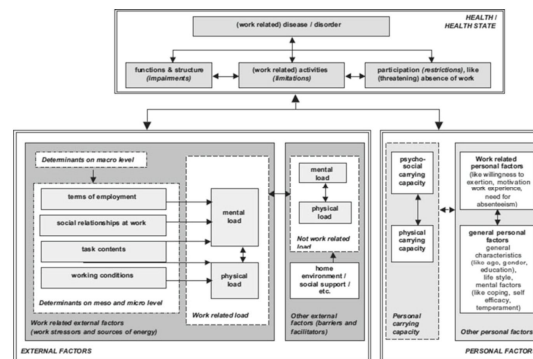
ICF

- Another point to consider is that the *ICF* has failed thus far to describe the mechanism by which contextual factors can affect the disability and work participation processes



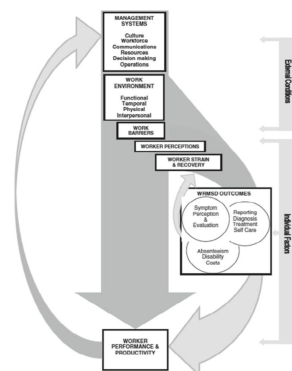


Expanded International Classification of Functioning

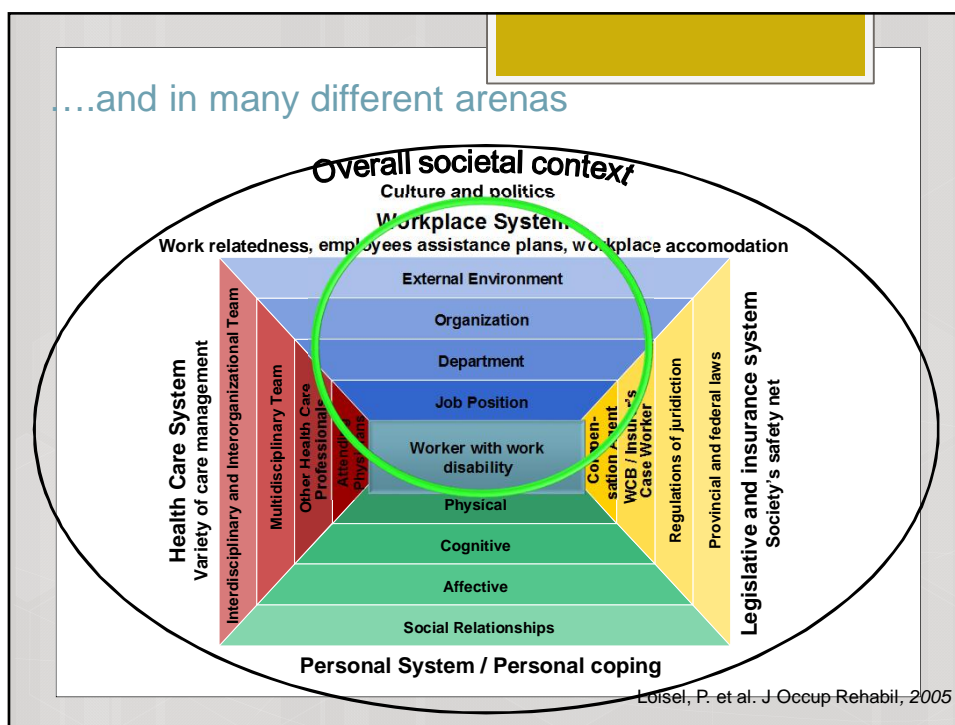


Heerkens et al. 2004

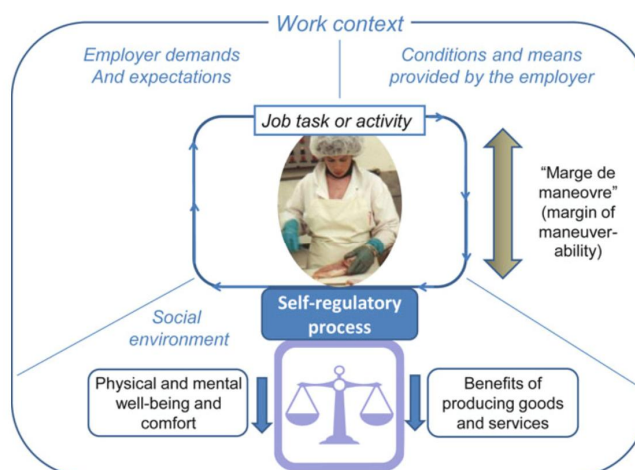
Integrated Model for Control of Work-Related Musculoskeletal Disorders



....and in many different arenas

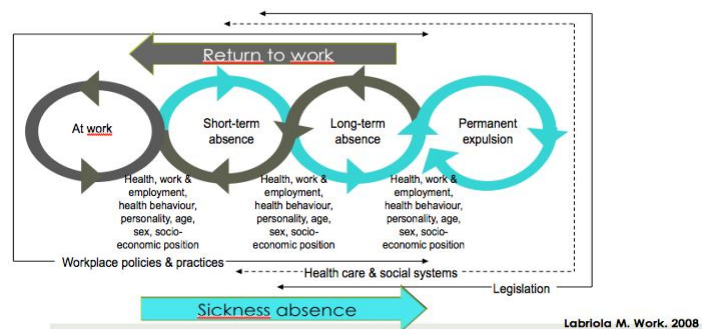


A conceptual model describing the multiple influences of workplace issues on work disability

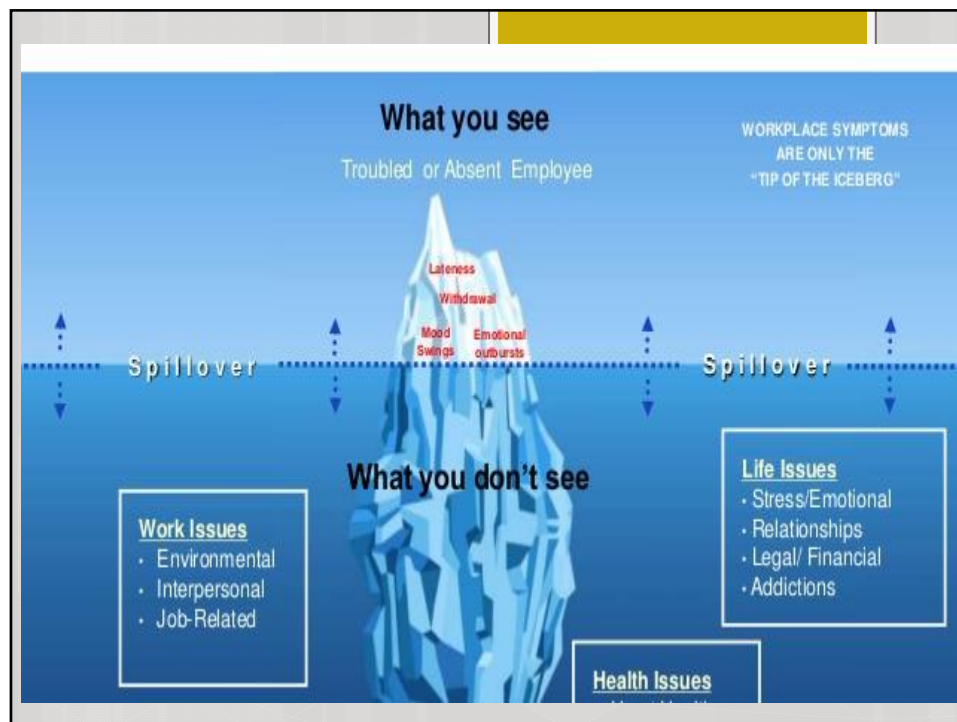


Workplace Issues Chapter 11.

The Dynamic Work Disability Model.



From workplace perspective

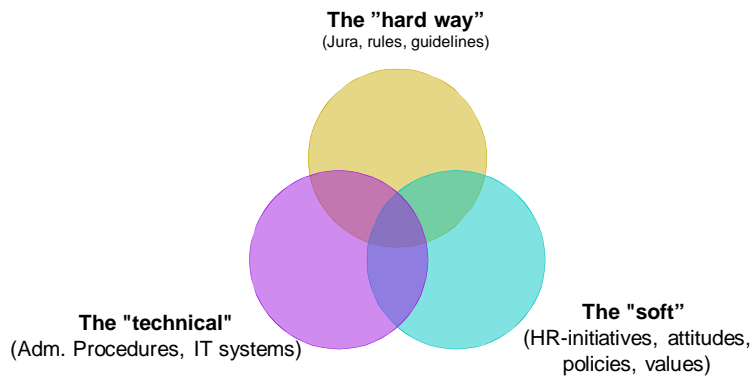


What to do

- How can companies establish an organizational policy and practice that supports the social organization of RTW throughout the RTW process?
- Including the personnel policy relating to sick leave, as well as the social processes that shape how the inclusion of sickness absence employees is tackled in practice at the workplace.

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3 approaches to work disability prevention at the workplace



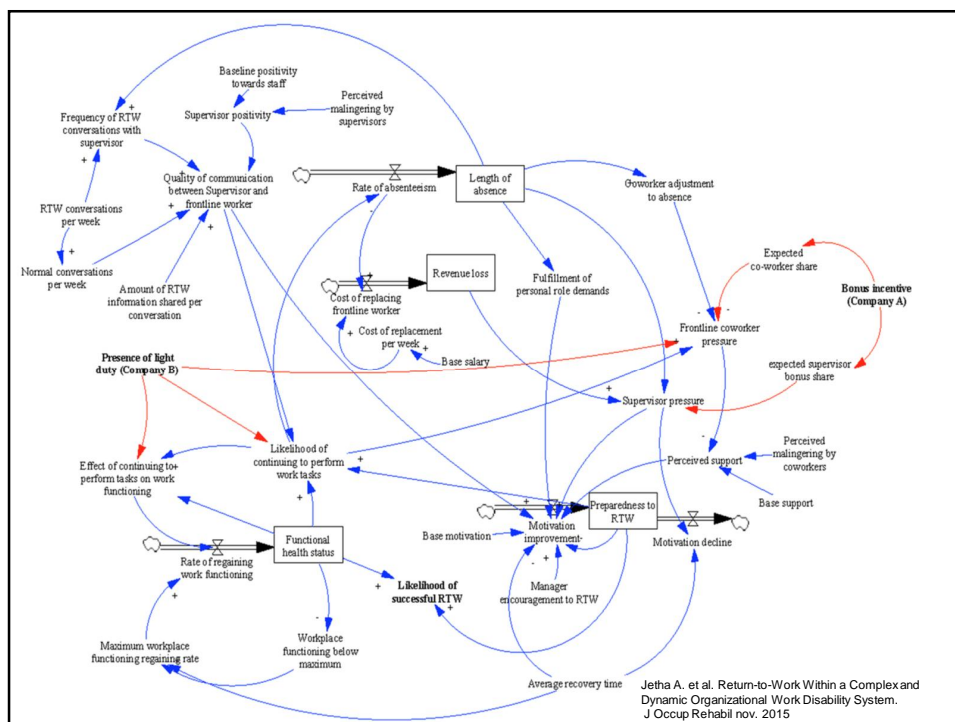
The concept of workplace disability management (WPDM)

From The Gensby review;

- Workplace disability management (WPDM) is an employer based strategy to RTW (Shrey & Lacerte 1995)
- An umbrella term covering:
 - *Theoretical concept* (Habeck et al. 1991; Akabas et al. 2002)
 - *Planned intervention* (Franche et al. 2005)
 - *Counseling practice* (Habeck et al. 1994)
- A WPDM program offers a systematic employer-based intervention approach provided by a company wide departement in close collaboration with key parties at the workplace (Gensby et al. 2012)

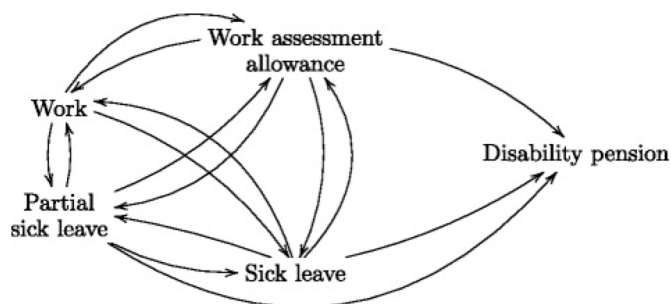
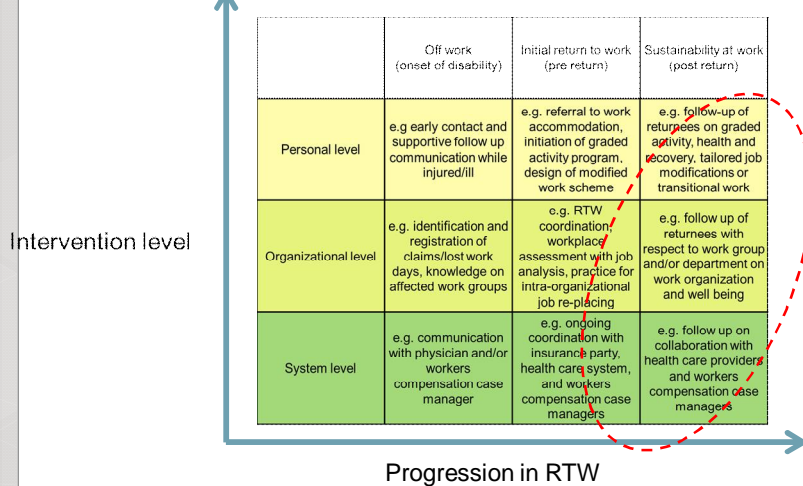
Conclusions

- No unambiguous conclusions on the effect of WPDM programs promoting RTW could be reached, with few program evaluations conducted
- Identified continuous weakness in RTW policy and practice, focusing on initial RTW, with limited attention to the period when back at work



A classification of work disability management policy and practice

A WPDM can potentially score 0 and 9



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Can Work Disability Management models support the effectiveness of work disability?

- **Yes**

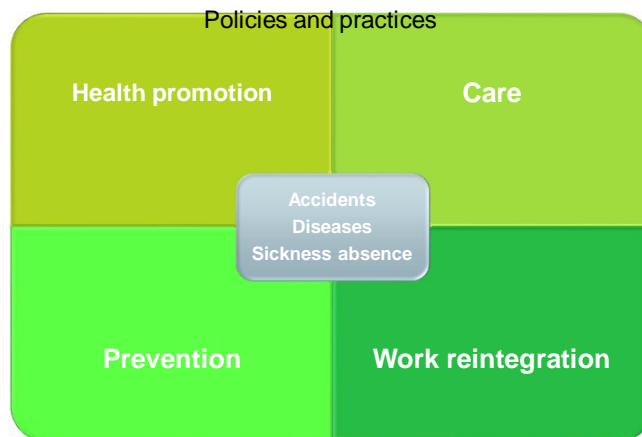
- **But** we still have a long way to go!

Workplace-based
Work Disability prevention models

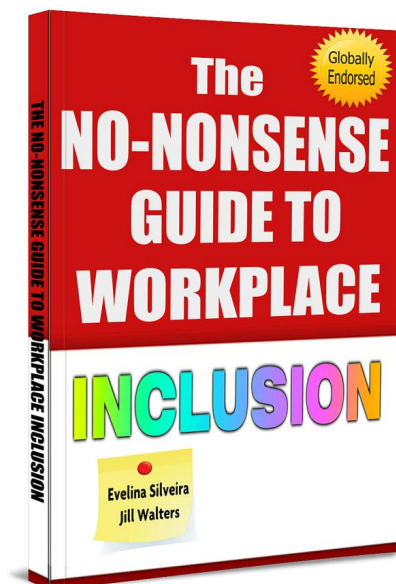
- **And** up until now no one single explanatory model has successfully captured the complexity of the disability factors with attention to the multisystem dynamics, which influence individuals' decision process for work reintegration/retention.

Suggestion!!

Longer working life - Workplace-based
Work Disability prevention model!



Inspired by Eva Vingard



Thank you for your attention!

The presentation is based on the following literature:

- Chapter 6 and 11 in Handbook of Work Disability
- A Classification of Components of Workplace Disability Management Programs: Results from a Systematic Review. U. Gensby et al. 2013
- WHO Healthy workplace Framework and Models background and supporting Literature and practice Joan Burton 2010
- De-medicalizing Disability Management "Accept and Assist" Matthew Burnstein 2014



The presentation is based on the following literature:

- Chapter 4 in Handbooks in Health, Work, and Disability. Series Editors Robert J. Gatchel, Arlington, TX, USA Izabela Z. Schultz, Vancouver, BC, Canada
- Gensby U, et al. (2012). Workplace Disability Management Programs promoting return-to-work: A systematic review. *Campbell Systematic Reviews*



The presentation is based on the following literature:

- Ida Seing et al.
Return to work or job transition? Employer dilemmas in taking social responsibility for return to work in local workplace practice. Disability and rehabilitation 2015; 37(19) 1464-5165

