

The most important person-related factors for work participation of employees with health problems

A survey study among occupational and insurance physicians

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Conflict of Interest Statement

- The authors declare no conflict of interest with respect to the content of this presentation.



Introduction

- To prevent or decrease sick leave, Occupational Physicians (OPs) and Insurance Physicians (IPs) intervene on factors that influence work participation
- A recent systematic review confirmed the association between selected person-related factors and work participation (De Wit et al., 2018)
- No systematic method available for OPs and IPs to obtain information about person-related factors from employees





Research Questions

1. Which of selected person-related factors are regarded most important by OPs and IPs?
2. How do OPs and IPs obtain information about these factors?
3. What is the best way to obtain this information according to OPs and IPs?





Methods (1)

- Survey study
- Online questionnaire developed with Qualtrics survey software
- Participants: OPs and IPs recruited from three professional associations in the Netherlands





Methods (2)

Selected factors:

- Expectations regarding recovery or RTW
- Optimism/Pessimism
- Self-efficacy
- Motivation
- Feelings of control
- Perceived health
- Coping strategies
- Fear-avoidance beliefs
- Perceived work-relatedness
- Catastrophizing





Methods (3)

Questions in survey:

- Question 1: How important are selected person-related factors to take into account during consultations?
- Question 2: How do you currently obtain information about these factors?
- Question 3: What do you think is the best way to obtain information about these factors?





Results (1)

Occupational Physicians (N = 155)

Factor	OPs who rated factor as very or extremely important n (%)
Expectations regarding recovery or return to work	125 (81)
Coping strategies	125 (81)
Motivation	124 (80)
Fear-avoidance beliefs	120 (77)
Feelings of control	116 (75)
Catastrophizing	114 (74)
Perceived work-relatedness	106 (68)
Self-efficacy	105 (68)
Optimism/pessimism	95 (61)
Perceived health	77 (50)

Question 1:
How important are these factors to take into account during consultations?





Results (2)

Insurance Physicians (N = 56)

Factor	IPs who rated factor as very or extremely important n (%)
Coping strategies	46 (82)
Fear-avoidance beliefs	45 (80)
Motivation	41 (73)
Feeling of control	41 (73)
Expectations regarding recovery or return to work	38 (68)
Catastrophizing	38 (68)
Perceived work-relatedness	35 (63)
Self-efficacy	35 (63)
Perceived health	32 (57)
Optimism/pessimism	31 (55)

Question 1:
How important are these factors to take into account during consultations?





Results (3)

Obtaining information:

- Discussing factors during consultations
- Asking information from significant others, employers or treating physicians
- Using questionnaires

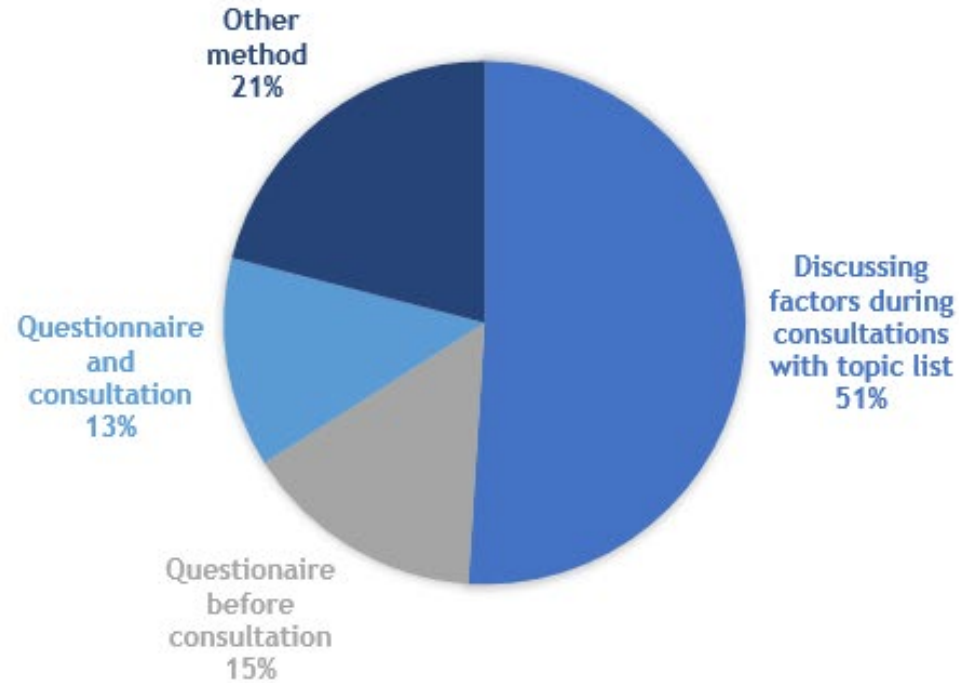
Question 2:
How do you
currently
obtain
information
about these
factors?



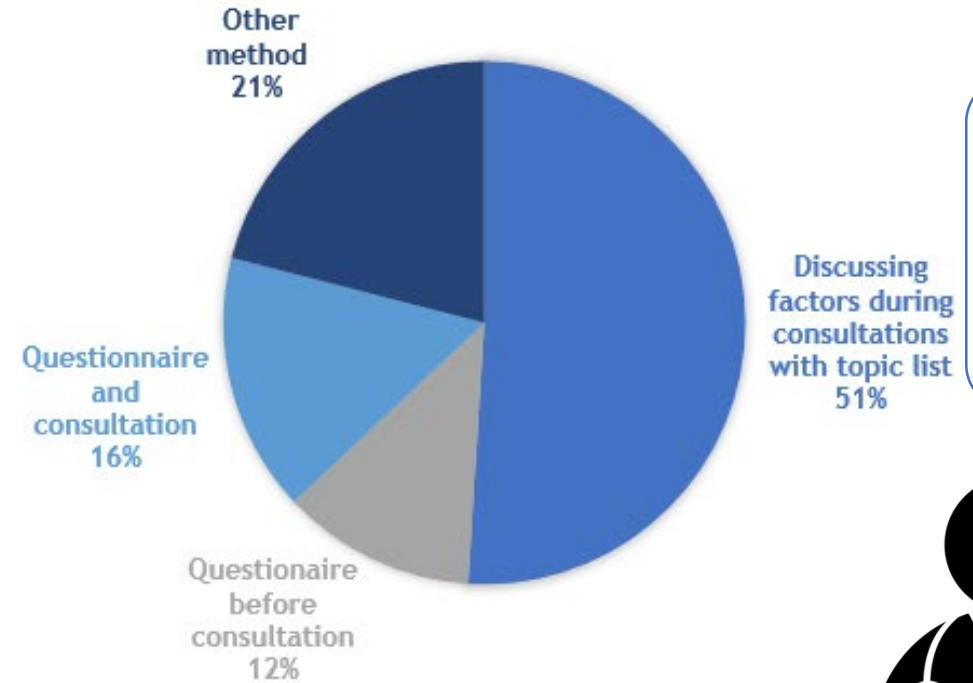


Results (4)

BEST METHODS TO OBTAIN INFORMATION
ACCORDING TO OPs



BEST METHODS TO OBTAIN INFORMATION
ACCORDING TO IPs



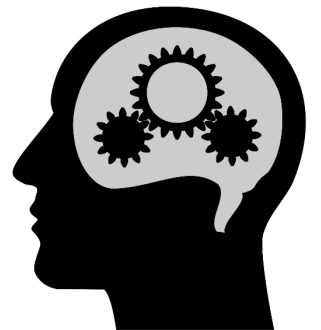
Question 3:
What do you think is the best way to obtain information about the factors?





Conclusions and Recommendations

- OPs and IPs regarded most of the selected person-related factors important to take into account during consultations
- Best method to obtain information: Discussing factors directly with the employee during consultations with a topic list
- Results provide input for the development of a method to obtain information about person-related factors





Thank you for your attention!

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