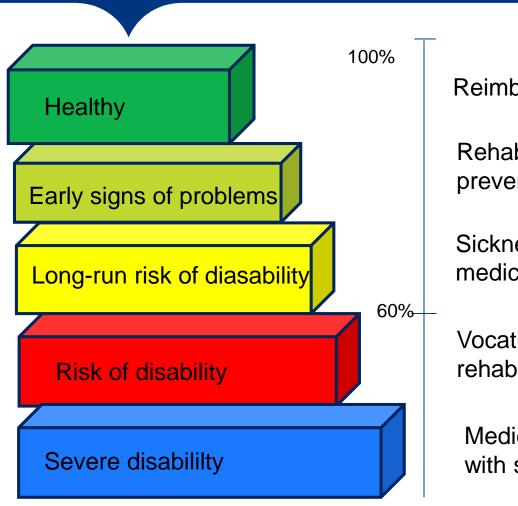


30-60-90 day rule

- 30 days of absence (cumulative in one year)
- Sickness benefits must be applied within 60 days
- Assessment made by OH physician when 90 sickness allowance days accumulated in two years
- At 150 days, a letter from Kela informing about rehabilitation options
- 300 days: partial or full disability pension



Reduced work ability and benefits provided by Kela



Reimbursement for occupational health

Rehabilitation allowance for preventive rehabilitation

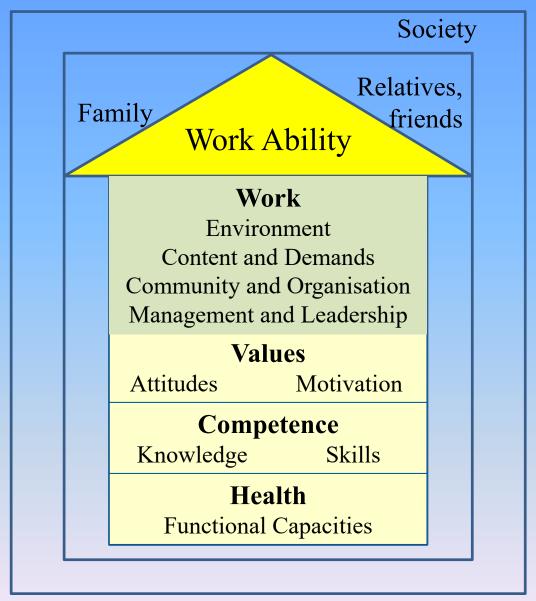
Sickness allowance and discretionary medical rehabilitation by Kela

Vocational rehabilitation and rehabilitation allowance

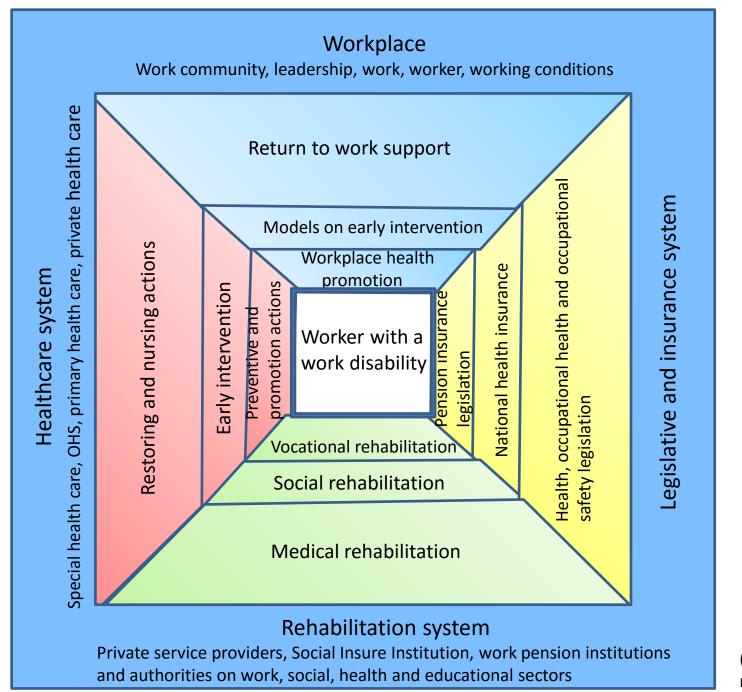
Medical rehabilitation for persons with severe disabilities

Work ability

Work ability - a multidimensional model



Finnish Institute of Occupational Health / Prof. Dr. Juhani Ilmarinen



(Loisel 2009, modified)

Development of a new model

Phase 1

Phase 2

GOAL

minor health problems

various problems

Ageing workers

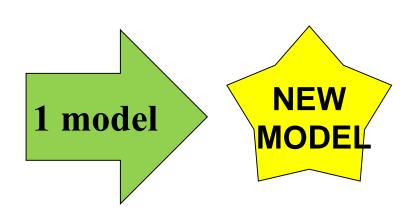
Worksite problem induced

enterpreuners

Fixed term contracts

Odd jobs

- Individual need assessments
- Flexibility of the model
- Work linkages



Network solutions

Intervention 2012-2014

- Tested the Phase 2 model
- aimed at close collaboration with employees (N=233), employers (N=27), occupational health (N=27) and rehabilitation services providers (N=5)
- Aimed to be flexible and correctly timed in order to fulfill the needs of both rehabilitees and their employers



A new concept of work-related occupational rehabilitation

Summing-up the employer's need for rehabilitation process, 1 to 2 cooperative meetings

Individual assessment of the needs and selection of rehabilitees. one meeting with ones' supervisor, 1 to 3 meetings at the OHS. Decision making at SII after documents

Assessment, summing – up the needs, planning of the rehabilitee's process, 1 day and 1 co-operative meeting

Group sessions of the rehabilitation, 2 to 3 lasting each from 2- to 5 days, 1 co-operative day

The individual sessions of the rehabilitation, 1 to 5, lasting typically 2 to 4 hours, 1 at workplace

Assessment and summing —up of the employee's rehabilitation, 1 co-operative meeting

The model of the work-related multi-disciplinary rehabilitation

Juvonen-Posti P, Pesonen S, Seppänen-Järvelä R, Syrjä V, Henriksson M, Savinainen M, Tuusa M. Mechanisms and Paths in Work-Related Rehabilitation. A Qualitative Comparative Analysis (QCA) Case Study. Journal of Occupational Rehabilitation. Fortcoming.

Theoretical background: We assumed that...

- 1. Work-related rehabilitation process is a social intervention in a complex system (MacEachen 2013)
- 2. The outcomes and impacts of rehabilitation are due to interaction between the intervention and other components and subsystems (workplace, occupational health care) of the complex system (Westhorp 2013; Byrne 2013)
- 3. The outcomes emerge through contextual mechanisms (Realistic evaluation theory, Pawson & Tilley 1997)
- 4. The rehabilitees' active personal agency, readiness (motivation) for rehabilitation and shared agency with stakeholders of the process is key to a sustainable outcome of rehabilitation. (Hiltlin & Elder 2007)



Study design: multiperspective mixed methods approch

- □ Rehabilitation processes and outcomes were examined from all the rehabilitation stakeholders perspectives.
- Overall evaluation focused on the implementation of the intervention and a casestudy focused on mechanisms and paths in rehabilitation (Qualitative comparative analysis QCA)
- Multi-disciplinary research team

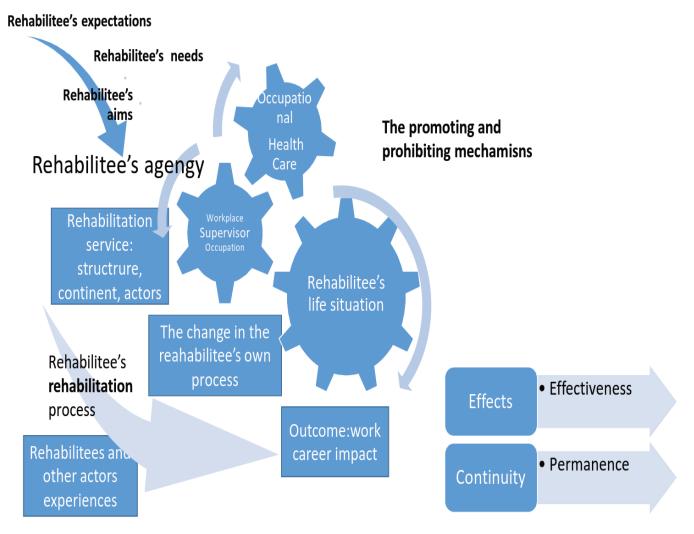


Mechanism

- □ The rehabilitees' process was shaped by one's expectations of the rehabilitation service, one's needs and goals for the rehabilitation through one's own agency.
- Rehabilitation service process itself, the identified changes and the outcomes were promoted or inhibited by the actions taken by the stakeholders like the workplace and especially the employee's supervisor, the OH service provider or professionals and factors of one's life situation.



Mechanism



P. Juvonen-Posti. R. Seppänen-Järvelä, M. Henriksson, S, Pesonen, V. Syrjä, M. Tuusa, M. Savinainen, Rehabilitee's agency and collaboration within stakeholders promoting job retention in work related rehabilitation. 4th WDPI conference.2016. http:// www.wdpi2016.org/imag es/WDPI Scienceprogramme-2016-LR2.pdf



Conclusion

- The outcomes and impacts of rehabilitation are due to interaction between the intervention and other components and subsystems (e.g. workplace, OH) of the complex system.
- The rehabilitation promotes job retention IF
 the process is conducted at the right time in terms of the
 rehabilitee's readiness for work related rehabilitation
 programme, the rehabilitee exercises an active personal agency
 AND the supervisor of the rehabilitee has the capacity and
 readiness to make workplace adjustments.





 Vocational rehabilitation practices should include arenas for collaboration, where rehabilitees and all the stakeholders needed can equally participate.



