

Readiness for return to work scale and future work participation in occupational rehabilitation in Norway

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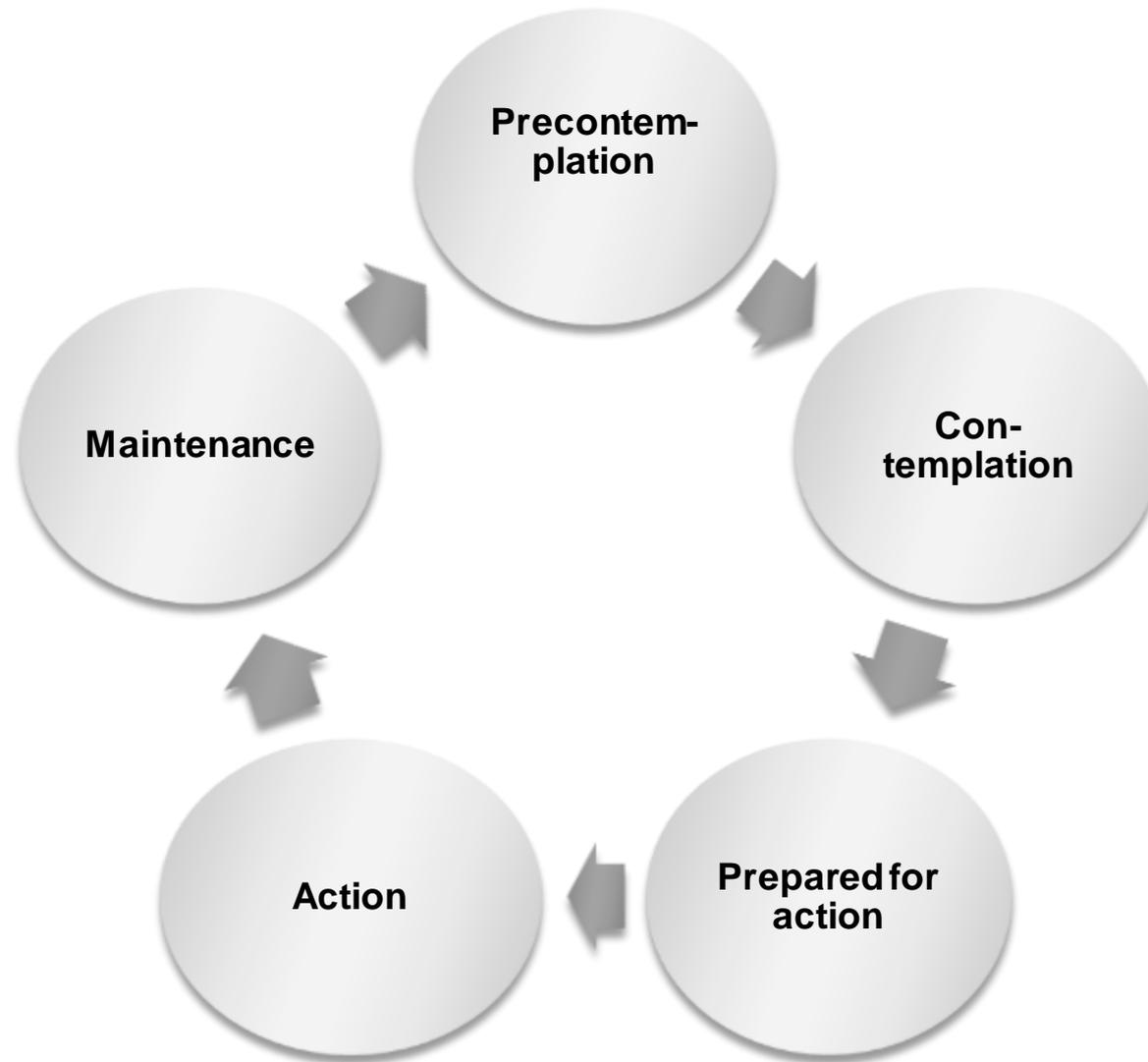
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The readiness for return to work model ¹



1. Franche RL, Krause N. Readiness for return to work following injury or illness: conceptualizing the interpersonal impact of health care, workplace, and insurance factors. J Occup Rehabil 2002;12 (4): 233-56.

The readiness for RTW scale

- The Readiness for RTW scale¹ developed and validated in a Canadian cohort study:
 - 13 questions for people not working:
 - Precontemplation
 - Contemplation
 - Prepared for action (self-evaluative and behavioral)
 - 9 questions for people working:
 - Uncertain maintenance
 - Proactive maintenance

Study aims

To investigate the psychometric properties of the Norwegian version of the Readiness for RTW scale among persons in inpatient occupational rehabilitation

- Internal consistency
- Construct validity

To investigate the associations between the Norwegian version of the Readiness for RTW scale and future work participation

Methods

- Participants (n=179): Persons with reduced work ability who participated in a one-week inpatient occupational rehabilitation program.
- Design: A prospective cohort with one year follow up.
 - Baseline questionnaires
 - Register data: Sickness benefits in the year following the program.
- Analyses:
 - Explorative factor analyses and reliability analyses
 - Pearson correlations between factors and relevant instruments
 - Multivariate linear regression models (controlling for gender, age, subjective health complaints, employment status and previous sickness benefit).

Work and benefit status at baseline

Readiness for RTW scale A

– not working (n= 119)

- 233 days on sickness benefits during year before program
- 35 % unemployed

Readiness for RTW scale B

– working (n=60)

- 71 days on sickness benefits during year before program

Psychometric properties of the scale

Factors identified:

- Not working:
 - **RTW inability (5 items, $\alpha=0.72$)**
 - **RTW uncertainty (3 items , $\alpha=0.81$)**
- Working:
 - **Uncertain work maintenance (5 items , $\alpha=0.75$)**
 - **Proactive work maintenance (3 items , $\alpha=0.59$)**
- Internal consistency was satisfactory, except for proactive work maintenance
- Construct validity:
 - Expected relationships between the readiness for RTW factors and related instruments.
 - Some differences from the factor structure of Franche et al. (2007)

Items Readiness for RTW scale A – not working (a=reversed)

RTW inability factor (item 1, 2, 4^a, 5^a, 13)

1: You don't think you will ever be able to go back to work

2: As far as you're concerned, there is no point in thinking about returning to work

4: Physically, you are starting to feel ready to go back to work^a

5: You have been increasing your activities at home in order to build up your strength to go back to work^a

13: As far as you are concerned, you don't need to go back to work ever

RTW uncertainty factor (item 10^a, 11, 12)

10: You have a date for your first day back at work^a

11: You wish you had more ideas about how to get back to work

12: You would like to have some advice about how to go back to work

Items Readiness for RTW scale B – working (a=reversed)

Proactive work maintenance factor (2, 4, 9^a)

2: You have learnt different ways to cope with your pain so that you can stay at work

4: You have found strategies to make your work manageable so you can stay at work

9: You feel you may need help in order to stay at work ^a

Uncertain work maintenance factor (item 1, 3, 5, 6, 7)

1: You are doing everything you can to stay at work

3: You are taking steps to prevent having to go off work again due to your injury

5: You are back at work but not sure you can keep up the effort

6: You worry about having to stop working again due to your injury

7: You still find yourself struggling to stay at work due to the effects of your injury

Scale factors and associations with work participation (adjusted model¹)

- High score RTW inability ↔ low work participation (p=0.02)
 - RTW uncertainty: No association (p=0.72)
 - High proactive work maintenance ↔ high work participation (p=0.03)
 - Uncertain work maintenance: No association (p=0.83)
1. Model adjusted for: Age, gender, subjective health complaints, employment contract and duration of previous sickness benefits.



Thank you!

Faculty Disclosure

<input checked="" type="checkbox"/>	No, nothing to disclose
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