

Maintenance and promotion of work ability activities at workplace - medical or multidisciplinary set up?

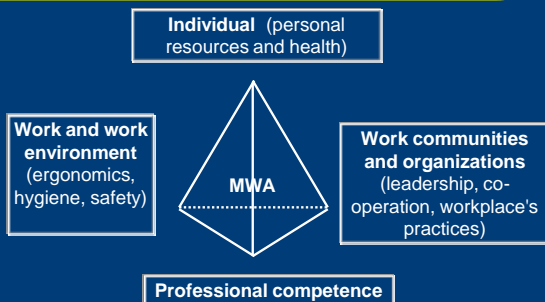
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DEFINITION OF MAINTENANCE OF WORK ABILITY (MWA) ACTIVITIES

Activities aiming at the maintenance of work ability (MWA) include all measures that the employer together with the employees and the co-operative organizations at the workplace take to promote and support the work ability and functional capacity of all persons active in work life throughout their working careers

(Ministry of Social Affairs and Health's Advisory Board for Occupational Health Services 1992)

THE TARGETS OF MWA ACTIVITIES AT WORKPLACES



OBJECTIVE OF THE FINNISH NATIONAL BAROMETER OF WORK ABILITY (MWA BAROMETER)

- To collect information on the:
 - prevalence
 - resources
 - content
 - implementation
 - benefits
- of maintenance of work ability (MWA) activities at workplaces

MATERIAL AND METHOD I

- The study is repeated every 3rd years
- The data of the study were collected by a computer-assisted telephone interview (CATI) in 1998, 2001 and 2004 by the Finnish Institute of Occupational Health and 2008 by the Statistics Finland
- The survey is based on a stratified random sample from the registers of Statistics Finland
- The sample of workplaces represents the entire working population in Finland

MATERIAL AND METHOD II

- The manager, the representative of the employees and the occupational health nurse were interviewed at same the workplace
- The original sample consisted of 1 000 workplaces in every data collection 1998-2008:
 - from which 750-882 managers (response rates 75-88 %)
 - 700-813 employees (response rates 83-98%)
 - 650-743 occupational health service personnel (response rates 92-85%) participated
 - altogether 2 200-2 400 persons were interviewed

MATERIAL AND METHOD III

- Totalling altogether over 9 200 persons were interviewed in years 1998-2008
- The questions were similar to all respondents
- In this study the emphasis is on the answers of the employers and employees

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OBJECTIVE OF THE STUDY

To chart differences in MWA carried out by medical or multidisciplinary set up at Finnish workplaces in 1998-2008

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RESULTS

- Employers' and employees' attitudes were more positive to MWA
- Amount of MWA activities was bigger
- Content of MWA was more versatile
- Estimated cost and benefit ratio of MWA was better



if planning and execution of MWA were done together (employers, employees, managers, safety representatives and OHS were participated)

- More versatile MWA activities were more effective than one-sided MWA activities

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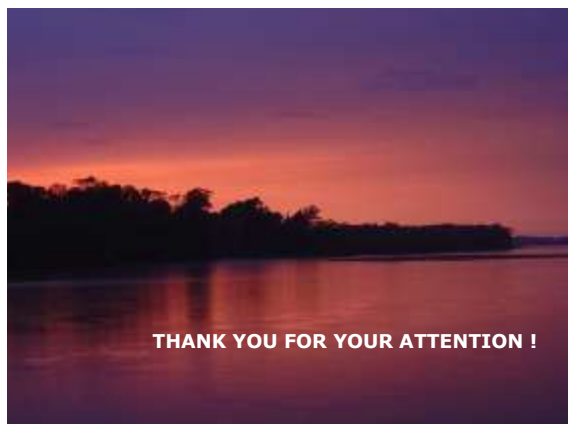
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CONCLUSION AND DISCUSSION

- The study shows that multidisciplinary way of action achieved better MWA results than purely medical approach
- It also points out that broad content of MWA activities seemed to be more effective than narrow content of actions
- MWA is at its best when activities were targeted to work organization, work environment, professional competence, personal resources and health behavior

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THANK YOU FOR YOUR ATTENTION !