



Multidisciplinary Biopsychosocial Rehabilitation for Workers with MSD in Malaysia

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Scope of Presentation

- Background of SOCSO
- Introduction & Objective of the research
- Other evidence relating to this research
- Findings
- Conclusion



SOCSCO

- Statutory Organisation governing Employment Injury Insurance Scheme & Invalidity Pension Scheme in Malaysia.
- **CORPORATE GOAL** - To provide comprehensive social security **protection** for Malaysians.
- **CORPORATE OBJECTIVE** - To ensure and guarantee the timely and adequate provision of benefits in a socially just manner and **to promote occupational health and safety**.



SOCSCO

- Currently insuring 13.2 million workers & 727,744 employers (All workers with income of RM3000 (= USD1000) and below).
- Contribution of 2.25% of the average salary (1.25% Employment Injury Scheme – Funded by Employer & 1% for Invalidity Pension scheme – Equally Shared by Employer & Employee)
- Manage over 78,000 Claims/per year
 - Over 55,000 accidents
 - Over 13,000 permanently disabled
 - Over 10,000 Claiming for invalidity (=3000 certified invalid)



Introduction

A study to determine if a systematic multidisciplinary biopsychosocial rehabilitation could produce a better outcome for workers with MSDs: A study conducted on the Malaysia's Social Security Organisation' Return to Work Program.



Evidence?

"Physical conditioning programs **that include a cognitive-behavioural approach** plus intensive physical training (specific to the job or not) that includes aerobic capacity, muscle strength and endurance, and coordination; are in some way work-related; and are given and supervised by a physiotherapist or **a multidisciplinary team, seem to be effective in reducing the number of sick days** for some workers with chronic back pain, when compared to usual care. However, there is no evidence of their efficacy for acute back pain."

The Cochrane Database of Systematic Reviews 2005 Issue 3
Schonstein E, et al

Evidence?

"There was **moderate scientific evidence** showing that **multidisciplinary rehabilitation**, which includes a workplace visit or more comprehensive occupational health care intervention, **helps patients to return to work faster, results in fewer sick leaves and alleviates subjective disability.**"

The Cochrane Database of Systematic Reviews 2005 Issue 3
Karjalainen K, et al.

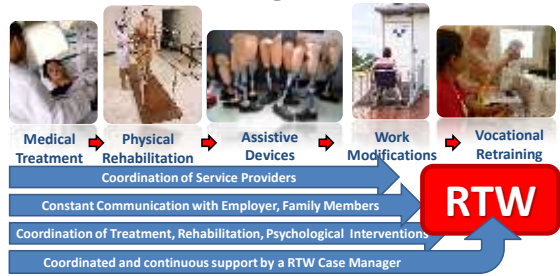
Evidence?

"There was **strong evidence that intensive multidisciplinary bio-psycho-social rehabilitation** with a functional restoration approach **improved function when compared with inpatient or outpatient non-multidisciplinary treatments.**
The reviewed trials provide evidence that intensive multidisciplinary bio-psycho-social rehabilitation with a functional restoration approach improves pain and function."

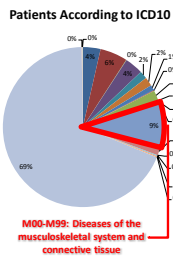
The Cochrane Database of Systematic Reviews 2005 Issue 3
Guzmán J, et al.

How true is it in the context of Malaysia?

SOCSO's RTW Program

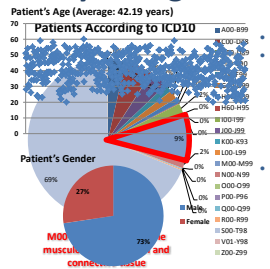


Study Background



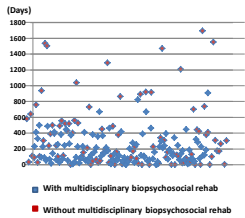
- Workers with MSDs (N=633)
- 2 groups:
 - Workers with multidisciplinary biopsychosocial rehab
 - Workers without multidisciplinary biopsychosocial rehab
- Factors included in this study:
 - Disability Duration (Date of Injury to Date of RTW)
 - RTW Rates and RTW Hierarchy
 - Psychosocial condition (Baseline and Outcome)

Study Background



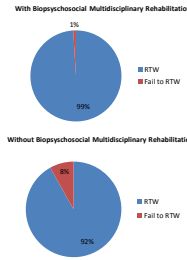
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Findings (1) Disability Duration



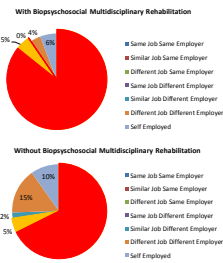
- Findings on Disability Duration
 - Workers with multidisciplinary biopsychosocial rehab – **234.93 days**
 - Workers without multidisciplinary biopsychosocial rehab – **328.93 days**
- Workers undergoing a multidisciplinary biopsychosocial rehabilitation RTW faster**

Findings (2) Return to Work Rates



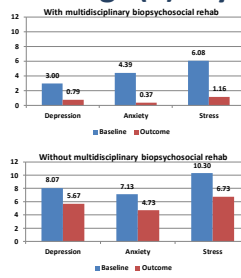
- Findings on RTW Rates
 - Workers with multidisciplinary biopsychosocial rehab – **99% RTW**
 - Workers without multidisciplinary biopsychosocial rehab – **92% RTW**
- Workers undergoing a multidisciplinary biopsychosocial rehabilitation has a higher chance to return to work.**

Findings (3) Employment Retention



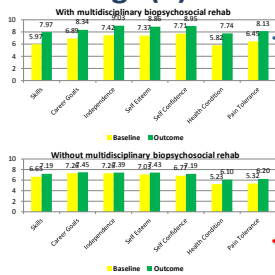
- Findings on Employment Retention
 - Workers with multidisciplinary biopsychosocial rehab – **61% Same Job Retention** and **60% Employer Retention**
 - Workers without multidisciplinary biopsychosocial rehab – **51% Same Job Retention** and **48% Employer Retention**
- Workers undergoing a multidisciplinary biopsychosocial rehabilitation has a higher Employer and Job retention rates.**

Findings (4) Psychological Condition



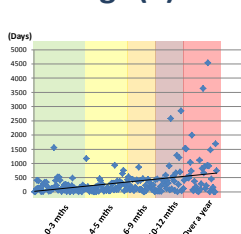
- Findings on Psychological Conditions (DASS21)
 - Workers with multidisciplinary biopsychosocial rehab – **Reduction in terms of Depression, Anxiety & Stress**
 - Workers without multidisciplinary biopsychosocial rehab – **Reduction in terms of Depression, Anxiety & Stress**
- Workers undergoing a multidisciplinary biopsychosocial rehabilitation has lower baseline and have tremendous reductions in terms of depression, anxiety and stress.**

Findings (5) Self Perception (QOL)



- Findings on Quality of Life (VAS=100mm)
 - Workers with multidisciplinary biopsychosocial rehab – **Improvements in terms of skills, career goals, independence, self esteem, confidence, health and pain.**
 - Workers without multidisciplinary biopsychosocial rehab – **Improvements in terms of skills, career goals, independence, self esteem, confidence, health and pain.**
- Workers undergoing a multidisciplinary biopsychosocial rehabilitation has better improvements**

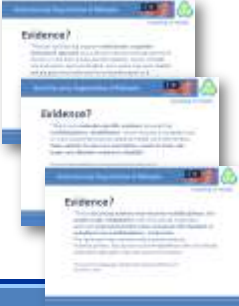
Findings (6) Early Intervention?



- Findings on Early Intervention
 - Early intervention impacts disability duration.
 - The longer the intervention, the longer the disability duration.



Conclusion



- A systematic multidisciplinary biopsychosocial rehabilitation can produce better outcomes for Malaysian workers with MSDs:
 - Faster RTW
 - Job Retention
 - Employer Retention
 - Psychosocial Improvements
- Malaysian scenario inline with other studies/systematic reviews.



Thank you

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