

***RECURRENCE OF SICKNESS
ABSENCE DUE TO DEPRESSION
IN A JAPANESE IT COMPANY***

NTT East

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[Sickness absence due to depression]

Depression is **a serious illness with a high recurrence rate**, suicide rate and a substantial loss of quality of life.

In Japan, sickness absence due to depression has become an important occupational problem with serious consequences for individuals as well as companies.

[Study design]

**Descriptive epidemiology study
Retrospective cohort**

[Statistical analysis]

**Kaplan-Meier survival curve
for recurrent sickness absence**

Key Words

- **return to work (RTW)**
- **depression**
- **recurrent sickness absence**

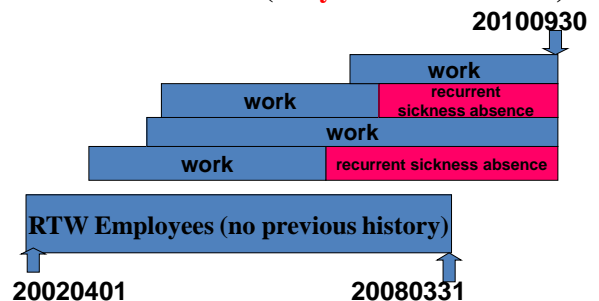
[originality]

Few epidemiological studies on recurrent sickness absence due to depression after RTW.

[objectives]

To investigate the prognosis of employees who RTW with depression at a Japanese IT company.

Inclusion Criteria(**only full-time workers)**



Employees who were registered as sickness absence at the company Data System and returned to work from April 1st, 2002 to March 31st, 2008 after their first sickness absence due to depression (F3;ICD-10, based on a psychiatrist's Certificate).

Exclusion criteria

- Loss to follow-up
- Employees with maniac disorder
- Employees to be thought as secondary depression such as hypothyroidism...

Starting day (Kaplan-Meier analysis)

- The day of RTW

Censoring day (Kaplan-Meier analysis)

(event+)

- The first day of recurrent sickness absence due to depression certified by psychiatrists

(event -)

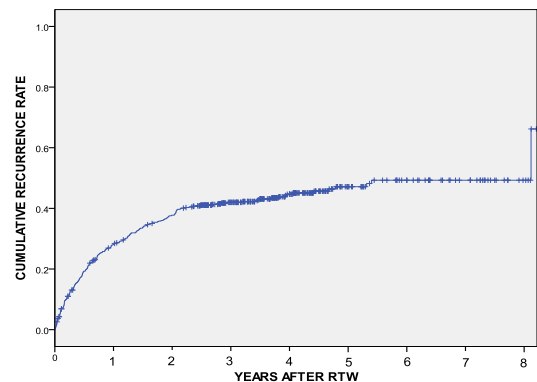
- The last day of the follow –up (September 30th, 2010)
- The day of resigning, being transferred to other companies
- The day of maternity leave
- The day of sickness absence due to other diseases except depression

Results:

Characteristics of this study population

		TOTAL	MALE	FEMALE
		N=540	N=455 (84.3%)	N=85 (15.7%)
Age (years)	mean±SD	41.7±8.7	41.7±8.8	39.3±10.1
Duration of employment (years)	mean±SD	20.3±10.5	20.8±10.1	17.8±12.2
Age at entering the company (years)	mean±SD	21.1±3.7	21.0±3.7	21.6±3.9
Duration of first sickness absence (days)	mean±SD	94.6±67.2	95.0±69.3	92.4±55.1

Recurrence rates by Kaplan-Meier estimate



Strengths

- the subjects was more than 500
- the follow-up period was 2.5-8.5 years
- the follow-up rate was 96.9%

Limitations

- the validity of the diagnosis
- the existence of comorbidities of depression
- generalizing the results of this study

Future Task

- Predictors of recurrent sickness absence should be investigated

Conclusion

- High recurrence rates of depression after RTW.
- Continuous and Careful support for workers

SICKNESS ABSENCE SYSTEM

