



# CHRODIS+

IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES



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## Employment and Chronic Disease: State of the art and work ability

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# Introduction to Multimorbidity Framework

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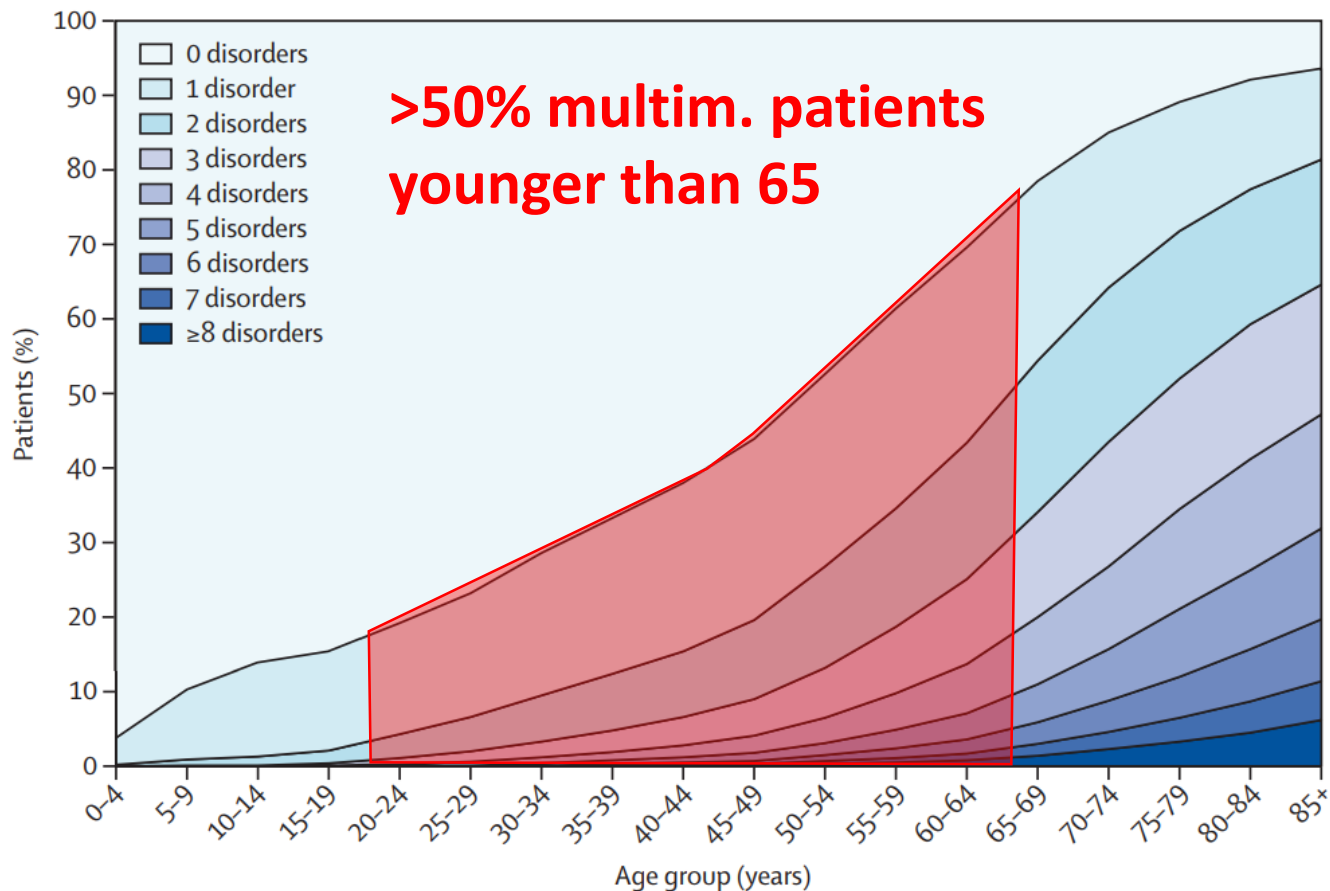
# Understanding multimorbidity

**Non-communicable diseases:** diseases of long duration and generally slow progression that are not passed from person to person

**Multimorbidity:** the co-occurrence of two or more diseases in the same person

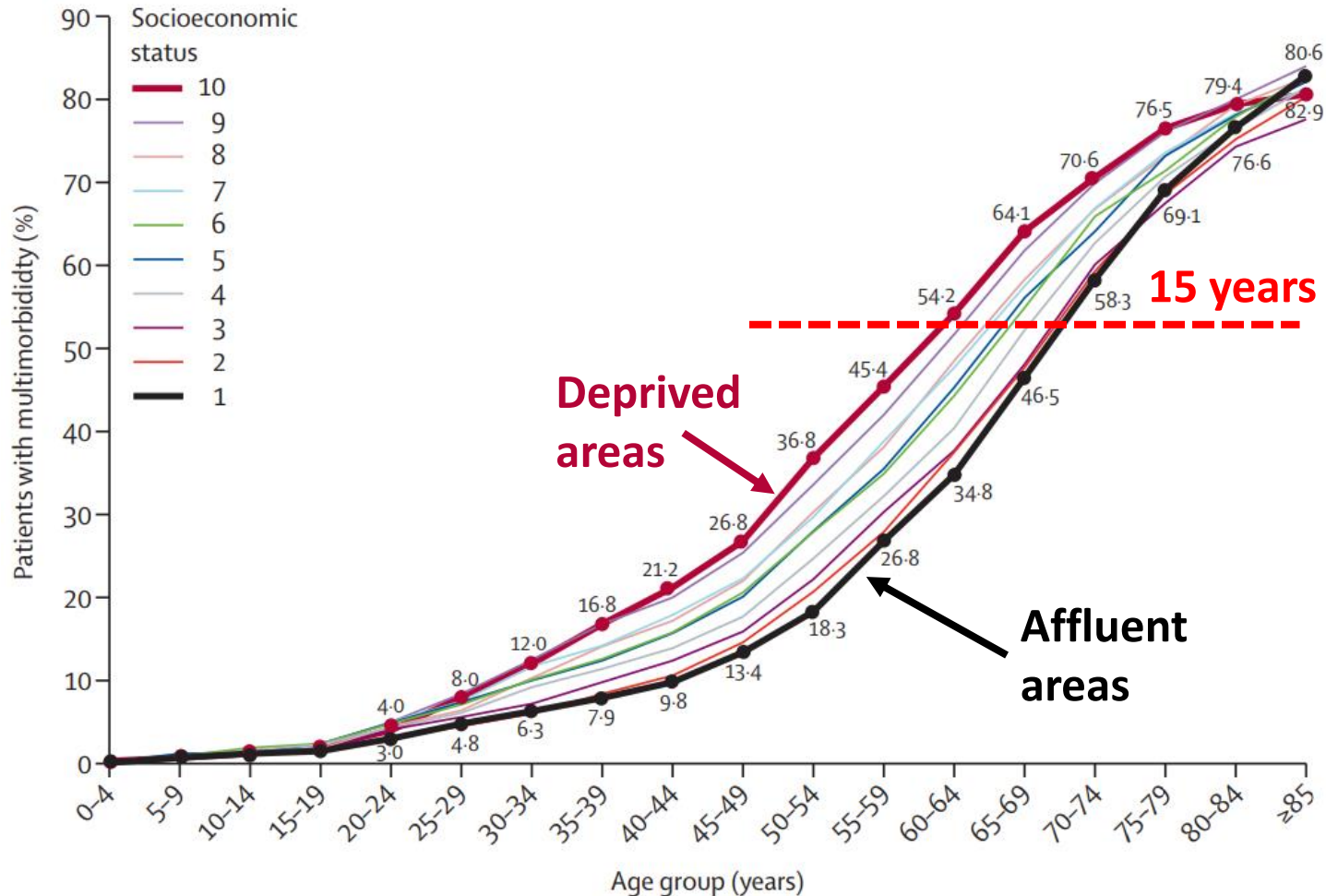
Persons with longstanding health problems face **higher rates of unemployment and inactivity** (29.6% lower employment rate)

# Understanding multimorbidity

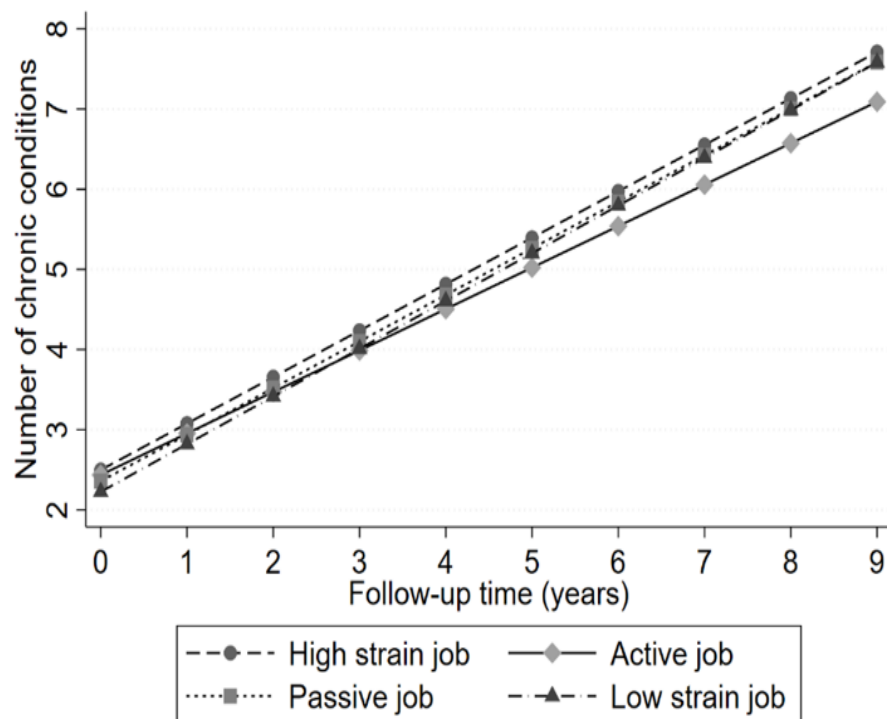


Barnet K et al. The Lancet 2012

# Understanding multimorbidity

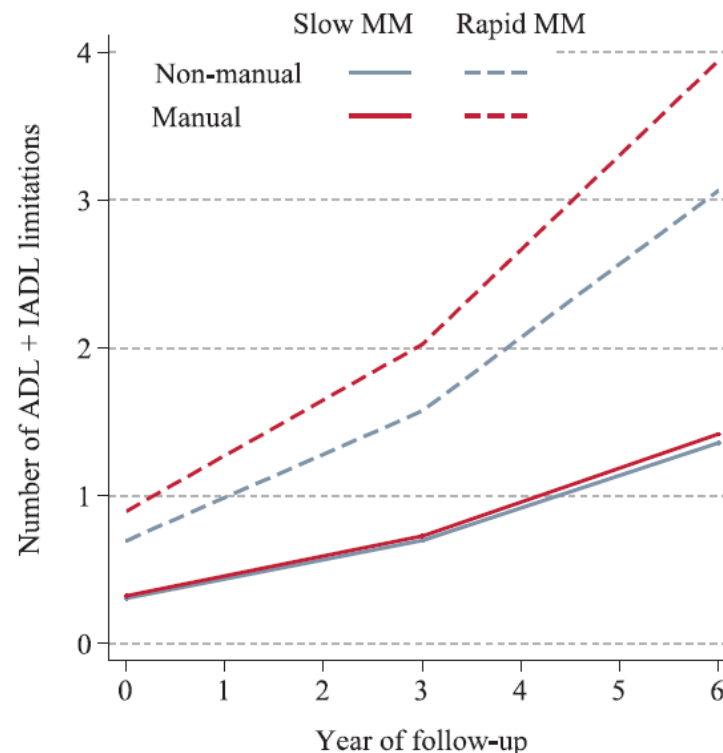


# Understanding multimorbidity



Dektyar S, Vetrano DL et al. in press in AJE

(c) Occupation



Calderon-Larranaga A et al. JIM 2018



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# The impact of chronic disease on the labour market

## Framework

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# Chronic diseases and Employment

## WHAT IS THE SITUATION?

25% of European population in working age shows symptoms of at least ONE chronic disease and that the percentage of people with chronic diseases actively working is at least 19% of the whole workforce

(European Network for Health Promotion in Workplaces, 2016)



Chronic disease can result in increased sick leave, unemployment, or early retirement, and thus increased welfare reliance for disability



The employment rate of people with one or more chronic conditions, especially aged +50 yrs, is much lower than for those who do not suffer from any condition

CD also affect employers, that have to deal with **absence from work, issues connected to employability, costs of retaining or replacing workers, and internal company policies**, aspects which are crucial for hiring as well as re-integrating persons with CD.

On the other hand, work is a protective factor improving quality of life and well-being for people with CD.

# Chronic diseases and Employment

What actions can be implemented to manage people with chronic diseases at work?



Work Retention

Return to work



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# EMPLOYMENT IN THE MULTIMORBIDITY CHRONIC CARE MODEL

In the care pathways there could be 2 possible ways of introducing the issue of employment:

- All the care pathways

Introduction of Work Ability Index (WAI)

- Rehabilitation programs

Introduction of Work Rehabilitation Questionnaire (WORQ)



# EMPLOYMENT IN THE MULTIMORBIDITY CHRONIC CARE MODEL: WORK ABILITY

## Definition of Work Ability

The Finnish Institute of Occupational Health (FIOH) - 1980

"How good is the workers at present and in the near future, and how able is he/she to do his/her work with respect to work demands, health, and mental resources?"

It considers the workers' self-assessed work ability in relation to work requirements, health status and the worker resources.



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# EMPLOYMENT IN THE MULTIMORBIDITY CHRONIC CARE MODEL: WORK ABILITY

## Work Ability Index

<http://www.arbeitsfaehigkeit.uni-wuppertal.de/index.php?wai-online-en>

### 7 Items

- Current work ability compared with the lifetime best
- Work ability in relation to the demands of the job
- Number of current diseases diagnosed by physician
- Estimated work impairment due to diseases
- Sick leave during the past year (12 months)
- Own prognosis of work ability two years from now
- Mental resources



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# EMPLOYMENT IN THE MULTIMORBIDITY CHRONIC CARE MODEL: WORK ABILITY

Scoring of the Questionnaire (range 7- 49 points)

<u>Points</u>	<u>Work ability</u>	<u>Objective of measures</u>
7 - 27	POOR	RESTORE WORK ABILITY
28 - 36	MODERATE	IMPROVE WORK ABILITY
37 - 43	GOOD	SUPPORT WORK ABILITY
44 - 49	EXCELLENT	MAINTAIN WORK ABILITY



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# Background and Rationale Document prepared by FINCB and UCSC

Modifica intestazione



## Employment in the multi-morbidity care model for people with chronic conditions

### Background and rationale

Prepared for the JA CHRODIS PLUS WP6-WP8 Expert Meeting

ROME, ITALY 28 / 02 / 2019

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Considering this background the focus of our discussion session will be:

How to introduce the employment into the Multimorbidity Care Model so as to innovate care and pathways of chronic patients



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# Thank you for your attention

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## The Joint Action on Implementing good practices for chronic diseases (CHRODIS PLUS)

This presentation arises from the Joint Action CHRODIS PLUS. This Joint Action is addressing chronic diseases through cross-national initiatives identified in JA-CHRODIS to reduce the burden of chronic diseases while assuring health system sustainability and responsiveness, under the framework of the Third Health Programme (2014-2020). Sole responsibility lies with the author and the Consumers, Health, Agriculture and Food Executive Agency is not responsible for any use that may be made of the information contained therein.



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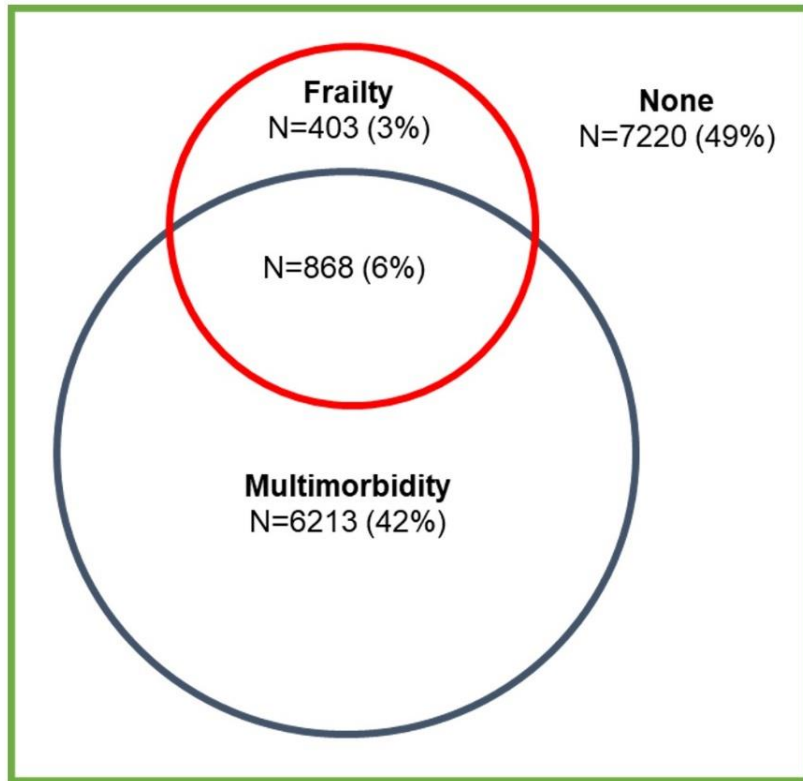


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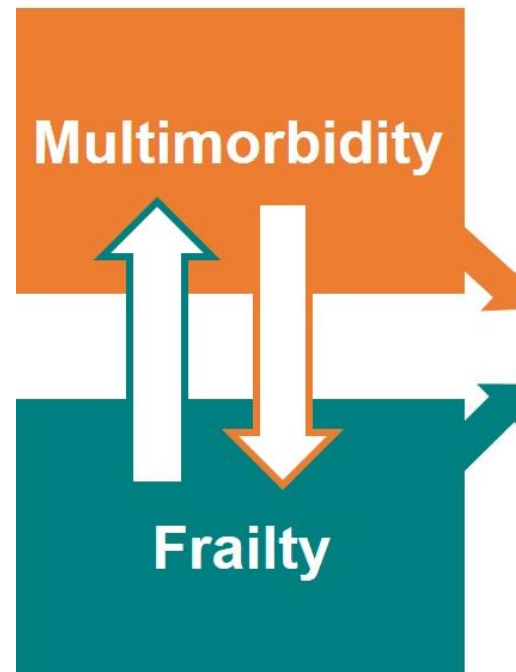


# Understanding multimorbidity



N=14,704 (9 studies)

Vetrano DL et al. J Geront Med Sci (2018)



## Negative Outcomes

- Hospitalization
- Disability
- Poor QoL
- Shorter survival
- Higher costs

Vetrano DL et al. J Gerontol A Biol Sci Med Sci. 2017