

EXPERT MEETING WP8-WP6 ON "EMPLOYMENT IN THE MULTI-MORBIDITY CARE MODEL FOR PEOPLE WITH CHRONIC CONDITIONS"

« ALL EVENTS

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28 FEBRUARY 2019



CHRODIS+

IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES

CHRODIS+

WP8

EMPLOYMENT



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WP8 Partners

Belgium

- European Patients' Forum

Hungary

- Semmelweis University

Lithuania

- Vilnius University Hospital Santaros Klinikos

Spain

- Regional Ministry of Health of Andalusia
- Institute of Health Carlos III

Finland

- National Institute for Health and Welfare

Italy

- Foundation IRCSS Carlo Besta Neurological Institute
- Superior Health Institute
- Catholic University

Slovenia

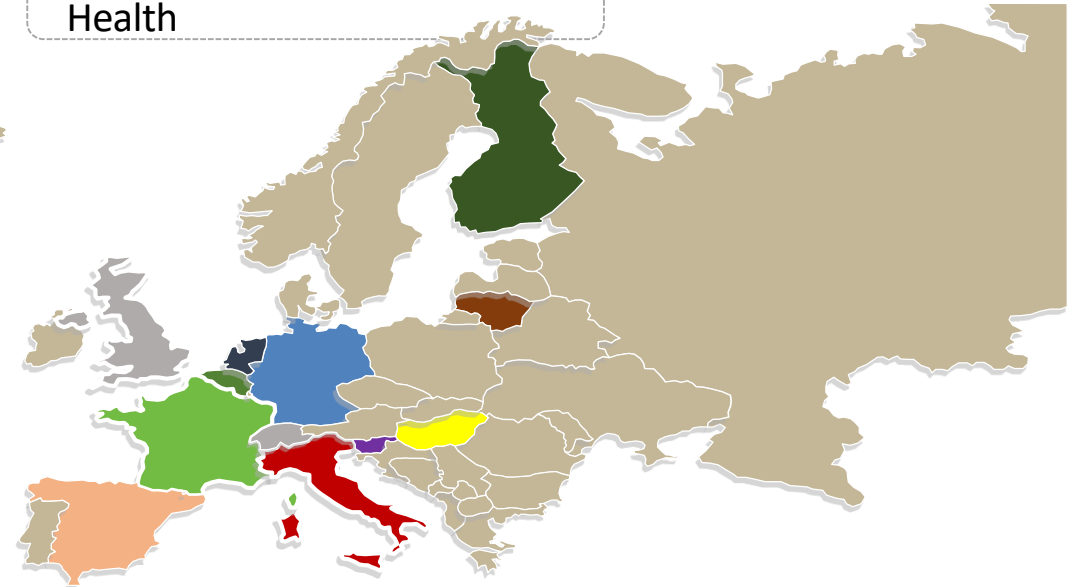
- National Institute of Public Health

France

- The French National Cancer Institute

Germany

- Technical University of Dresden



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WP8 Collaborating Partners

Belgium

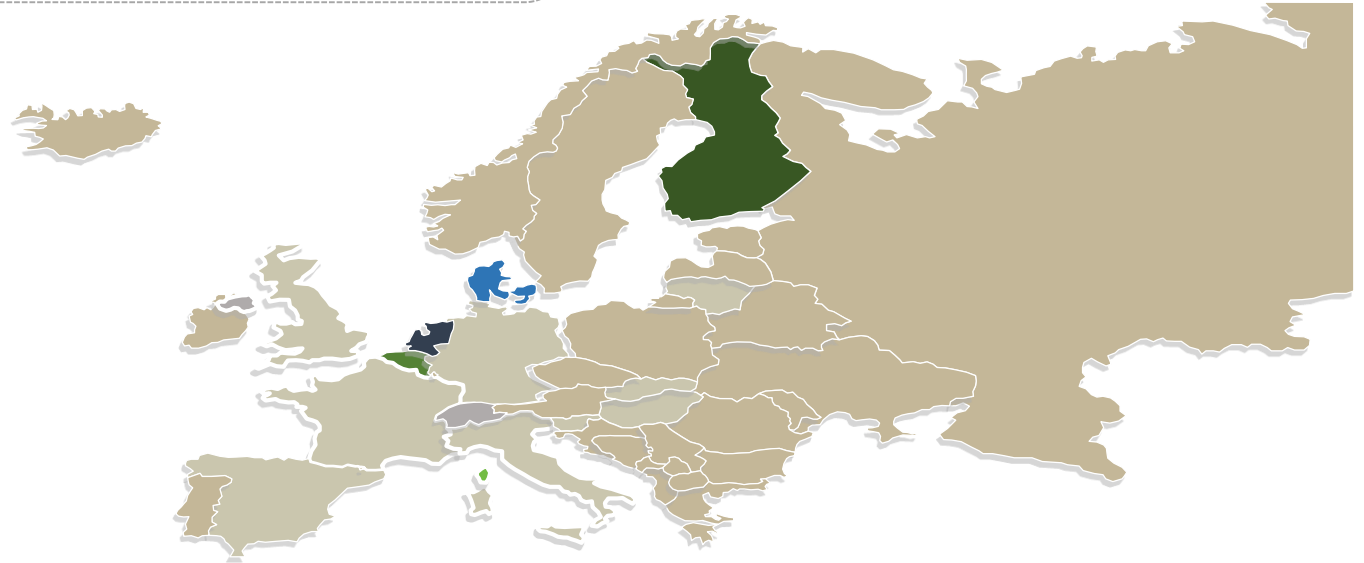
- European Brain Council (EBC)
- European Association of Chronic Diseases patients (ECDA)
- European Association of Service Providers for Persons with Disabilities (EASPD)
- European Federation of Neurological Association (EFNA)
- Pain Alliance Europe

Finland

- Finnish Institute of Occupational Health (FIOH)
- Technical Research Institute Finland (VTT)

Danimark

The Danish Committee for Health Education (ENOPE)



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Objectives of WP8

To improve work access and participation of people with chronic diseases, to support employers in implementing health promotion and chronic disease prevention activities in the workplaces and to reinforce decision makers' ability **to create policies that improve access, reintegration, maintenance and stay at work of people with chronic diseases.**

Employment and Chronic Diseases in Chrodis+ will produce 2 deliverables that together will be a TOOL FOR EMPLOYMENT and NCDs

The CHRODIS PLUS Training Tool for employers & the employment sector

To help employers understand the operational benefits of
- *inclusion AND*
- *re-integration into the workplace*
of people suffering from chronic diseases

The CHRODIS PLUS Toolkit for the Adaptation of the Workplace

An evidence-based, practice-oriented guide for employers to *adapt their work environments to support healthy lifestyles and prevent and manage chronic diseases in work settings*
The Toolkit provides employers with support for understanding *the importance of work environments + the benefits of health promotion and chronic disease prevention, in order to promote the implementation of prevention activities for all workers and identified high-risk groups*



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THE FRAMEWORK

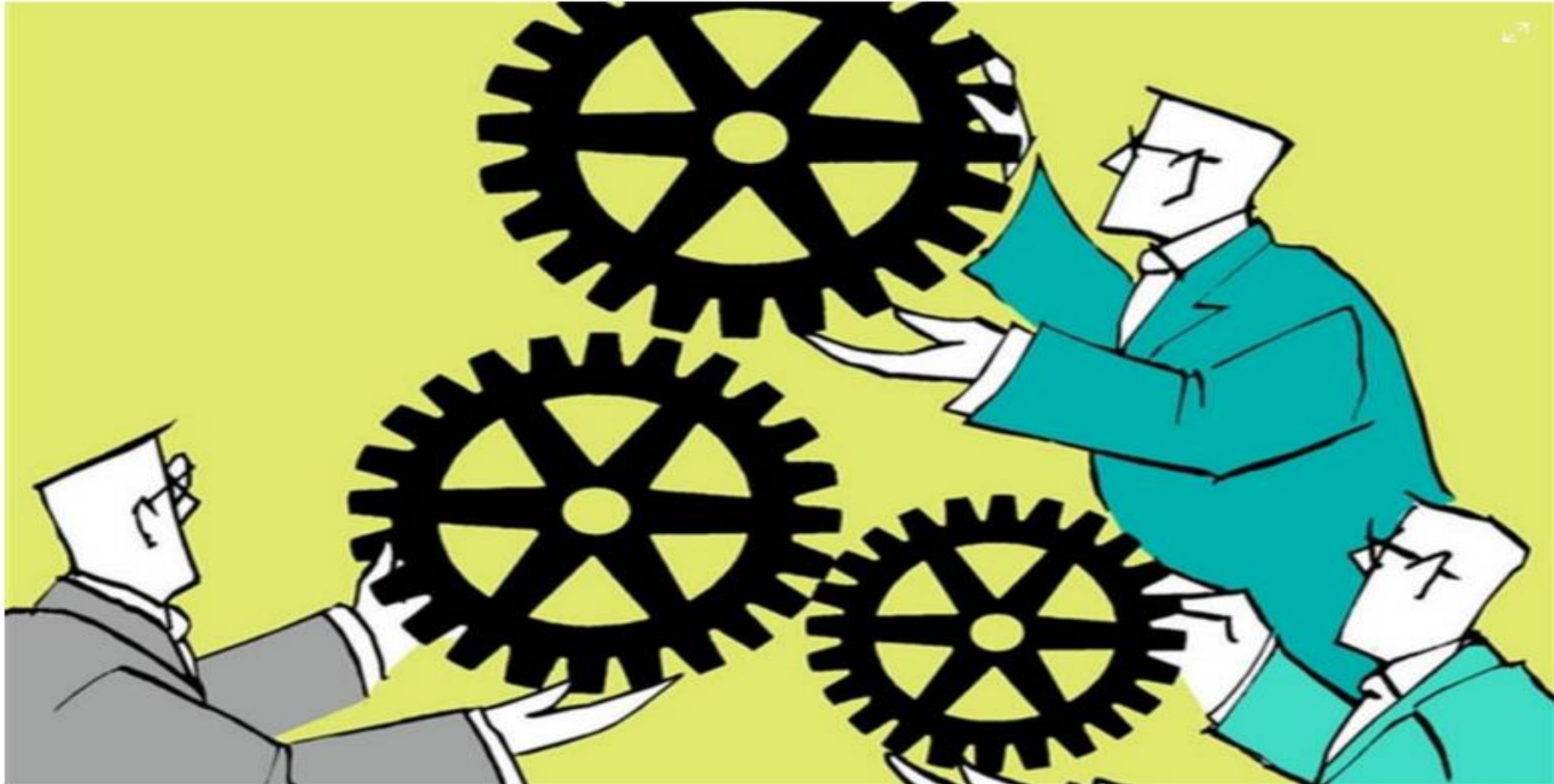
CHRONIC DISEASES AND EMPLOYMENT

- Individuals with **chronic diseases and mental health issues** often experience **work-related problems**, leading to negative consequences at individual, national and European level.
- The rising prevalence of persons with chronic diseases and mental disorders as well as the **current economic crisis** make this issue even more problematic, requiring actions in terms of innovative strategies to improve the participation of these persons in the **labour market**



A revolution:

The epidemic of Non Communicable diseases is a disaster for health, societies and world economies (WHO DG Dr Chan, 2016)



THE FRAMEWORK

CHRONIC DISEASES AND EMPLOYMENT

- **Chronic Diseases** (CD) impact on individuals in terms of negative employment outcomes, such as reduced workforce participation and early retirement, resulting in loss of income and increasing the risk of poverty.
- 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.

Problems and barriers found

Problems reported by employers

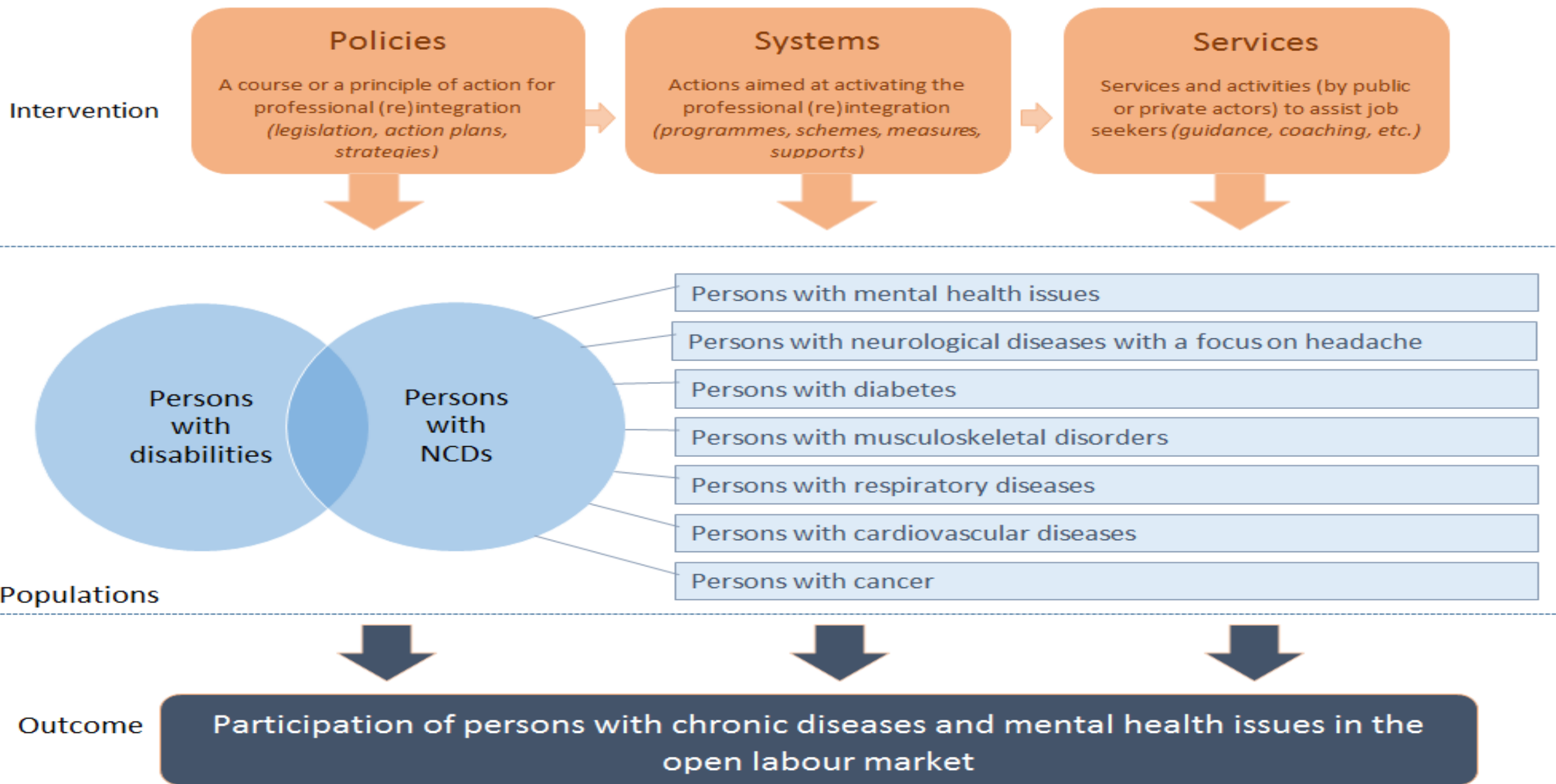
- Perceived poor productivity levels
- Frequent absenteeism
- Extra-costs for the enterprise
 - The need to pay wages
 - existing legal obligations to facilitate the return to work,
 - Limitations on firing
 - Need to adapt workplaces.

Problems reported by coworkers

- Annoying for colleagues

Problems reported by people with chronic health conditions

- Fatigue
- Feelings of depression
- Feeling alone
- Lack of understanding others



***The European Network for Health Promotion in Workplaces estimates that in 2016, 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.**

**Translation From the journal Article by Francesco Seghezzi e Michelle Tiraboschi «With more old and sick people labour will have to change» published on Avvenire 20° Aprile 2017*

***Expectations towards 2020 and 2060 of the percentage of participation in the European labour market for people over 50s, that is the range of the working population mostly affected by a partial ability to work, mark an increase of 8.3% and 14.8% respectively.**

In the Eurozone this increase is still greater signing 10% from today to 2020 and 16.7% to 2060.

What is certain is that in the long run the participation in the labour market of people with chronic diseases will be necessary to avoid the decrease in the job offer and the lack of qualified workforce.

***Two major consequences need to be considered. 1**

The first concerns **health care costs**:

nowadays in Europe an expense of **700 billion euros/year** is esteemed for chronic diseases, that is between 70 and 80% of the entire health care system budget.

Meanwhile the number of people asking for sick leave, early retirement and long period disability allowance is steadily increasing, **reaching 10% of the workforce in some Countries.**

***Two major consequences need to be considered. 1**

The first concerns **health care costs**:

A Harvard School of Public Health research for the World Economic Forum states that **between 2011 and 2030 there will be a loss of 47,000 billion dollars for chronic and mental diseases** in terms of health service and social security, decrease in the productivity and absence from work and long-lasting disability, with a reduction in the income for the involved families.

***Two major consequences need to be considered 2**

The second question, which relates to CHRODIS plus project very closely, shows how the increase in expenses for health care and its unsustainability are becoming a real problem because of **a labour market unable to manage the growing number of chronic patients.**

Employment in the Multi-morbidity Chronic Care Model

Objectives of the event: In collaboration WP6 and WP8 the expert meeting is organized to address the problems of chronic patients with multi-morbidity, to define how the employment might impact on the care process of these patients and to make aware the employment sector of their situation. Millions of European with NCDs will benefit of a more holistic biopsychosocial, inclusive approach aiming to achieve and prevention of disability due to NCDs. The final aim of this expert meeting will be the production of a document useful to the introduction of employment into the Multimorbidity Care Model so as to innovate care and pathways of chronic patients.



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Employment in the Multi-morbidity Chronic Care Model

Need to answer to 2 questions:

- 1. How employment might impact on and might be included in the care pathways of patients with multi-morbidity?**
- 2. How to make aware the employment sector as well as the health sector (mostly rehabilitation) of this issue?**

Evaluate proposal of piloting the instruments presented in Rome in the 3 pilots of WP6



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IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES

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Work Rehabilitation Questionnaire
Self-Report

Full Name _____
ID Number (if applicable) _____

Date _____ Month _____ Day _____ Year _____

The Work Rehabilitation Questionnaire (WORQ) is a questionnaire that has been developed to better understand the extent of problems in functioning that people may have due to their health condition(s) and are undergoing work or vocational rehabilitation. Part 1 of WORQ will ask for sociodemographics and background information. Part 2 will ask you a series of questions concerning your functioning. When Part 2, think about your past week, considering both your good and bad days and the extent of average in the past week.

2. Sex
☐ female ☐ male

☐ divorced ☐ widowed ☐ cohabiting/living with _____

not working your last work
such as volunteer _____ not applicable _____

Work Rehabilitation Questionnaire

WORQ is a patient questionnaire to assess and evaluate functioning in vocational rehabilitation settings using the ICF Core Set for Vocational Rehabilitation.

World Health Organization was the foundation for developing WORQ. The Work Rehabilitation Group of the Swiss Paraplegic Research and the ICF Research Branch located in Nottwil, Switzerland first developed the international ICF Core Set for Vocational Rehabilitation in 2010, on which the development of WORQ was based. WORQ was found to be valid, reliable, and feasible in different populations. Further psychometric testing is currently being performed. WORQ comes in two versions: interviewer-administered and self-reported. WORQ is available in English and German. Translation and cross-cultural adaptation to other major languages are being planned.



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WORQ is currently available in the following languages:

English

French

German

Russian

Taiwanese

Brazilian

Flemish

Japanese

Interviewer Administered Version:

WORQ-Interviewer Administered Version V2 - English



Self Reported Version:

WORQ-Self Reported - English



WORQ Brief-Self Reported - English



https://www.myworq.org/questionnaire_en.php



Work Rehabilitation Questionnaire

Self-Report

Date _____
Month Day Year

Full Name _____
ID Number (if applicable) _____

The Work Rehabilitation Questionnaire (WORQ) is a questionnaire that has been developed to better understand the extent of problems in functioning that people may have due to their health condition(s) and who are undergoing work or vocational rehabilitation. Part 1 of WORQ will ask for sociodemographics and background information. Part 2 will ask you a series of questions concerning your functioning. When answering part 2, think about your **past week**, considering both your good and bad days and the extent of your problem on average in the past week.

PART 1: SOCIODEMOGRAPHICS AND BACKGROUND INFORMATION

1. **Age (In years)** _____ years
2. **Sex** ☐ female ☐ male
3. **Civil status** ☐ never married ☐ married ☐ separated ☐ divorced ☐ widowed ☐ cohabiting/living with somebody
4. **Which best describes your current work status, or if currently not working your last work status?**
☐ Employed ☐ Self-employed ☐ Non-paid work such as volunteer
☐ Student or in training ☐ Homemaker ☐ Retired ☐ Not applicable
5. **Which of the following describes your current work status best?**
a. If currently working, are you? ☐ Full time ☐ Part time ☐ On modified or light duty
Or, if currently not working, are you? ☐ Not working due to health reason
☐ Not working due to ongoing vocational rehabilitation
☐ Not working due to other reasons: Please specify _____

b) If currently not working, since when have you been off from work? _____
Day Month Year
6. **When thinking about your work or vocational rehabilitation program: Are you currently:** (Check all that apply)
☐ ... Engaging in vocational training activities such as in acquiring knowledge and skills for a job, including school training
☐ ... Engaging in programs related to preparation for employment such as apprenticeship or internship
☐ ... Engaging in activities to secure or maintain your current job
☐ ... Looking for a (new) job or work
7. **What is the highest level of education that you have completed?**
☐ No formal schooling ☐ Less than primary school ☐ Primary school ☐ Secondary school
☐ College / university ☐ Post-graduate degree

9. **What kind of business, industry or service is (or was) your job in?**
(e.g., cardboard box manufacturing, road maintenance, retail shoe store, secondary school, dairy farm, municipal government) _____
10. **What kind of work are (or were) you doing?**
(e.g., driving trucks, operating machines, writing letters, answering telephone calls) _____
11. **If a change of job is planned, what future job are you aiming for?**
_____ ☐ *Not applicable*
12. **Are you in medical or therapeutic treatment?** ☐ Yes ☐ No ☐ *Not applicable*
(e.g. with physician, therapists, etc.)?
If yes, please specify: _____
13. **Do you have current restrictions?** ☐ Yes ☐ No ☐ *Not applicable*
(e.g. lifting limited to 5kg, limited weight bearing on your leg or arm)
If yes, please specify: _____
14. **What kind of work or vocational intervention are you receiving now? (list all you know)**
(e.g. physical training, cognitive training, case management, vocational training, work place adaptation, work evaluation etc.)
Interventions: _____
15. **In your current situation, do you get the support you need from your family** ☐ Yes ☐ No ☐ *Not applicable*
If yes, please specify what kind of support you get: _____
16. **If still employed, do you get the support you need from your supervisor or boss?** ☐ Yes ☐ No ☐ *Not employed*
If yes, please specify what kind of support you get: _____
17. **Outside of your current work or vocational rehabilitation program, do you get the support you need from government or private employment agencies to find suitable work, or looking for different work?**
☐ Yes ☐ No ☐ *Not applicable*
If yes, please specify what kind of support you get: _____

PART 2: MAIN SECTION

Please rate the extent of your problem in the past week from 0 = no problem to 10 = complete problem.

- Check the box that best reflects your situation, the higher the number you assign, the greater the extent of the problem; The lower the number you assign; the lower the extent of the problem.
- Please answer all questions as accurately and completely as possible, even if you feel that the issue is not relevant for you and you don't have a problem with the respective activity.
- *Make sure that your answer refers to your ability to function or do an activity without any help from anybody or without any assistive device.*

Overall in the past week, to what extent did you have problems with...

1	... not feeling rested and refreshed during the day?	No problem	0	1	2	3	4	5	6	7	8	9	10	Complete problem
2	... sleeping, such as falling asleep, waking up frequently during the night or waking up too early in the morning?	No problem	0	1	2	3	4	5	6	7	8	9	10	Complete problem
3	... remembering to do important things?	No problem	0	1	2	3	4	5	6	7	8	9	10	Complete problem
4	... your usual daily activities because you felt sad or depressed?	No problem	0	1	2	3	4	5	6	7	8	9	10	Complete problem
5	... your usual daily activities because you felt worried or anxious?	No problem	0	1	2	3	4	5	6	7	8	9	10	Complete problem
6	... being irritable?	No problem	0	1	2	3	4	5	6	7	8	9	10	Complete problem
7	... your temper?	No problem	0	1	2	3	4	5	6	7	8	9	10	Complete problem



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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 in the information contained therein.



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