

Current and future efforts on using the ICF in work disability

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September 5 is Labor Day...



Sep 5-7,
2016

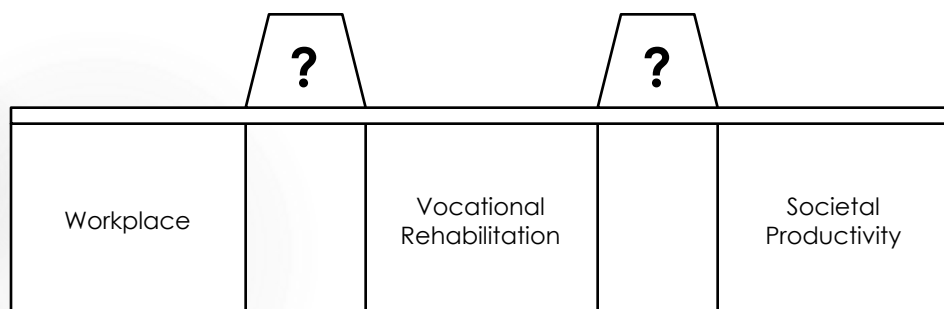
4th NORDIC CONFERENCE IN
WORK & REHABILITATION
 REYKJAVÍK, ICELAND, SEPTEMBER 5-7 2016

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Connecting rehabilitation to the workplace...

Connection- that is the question

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WORK Disability

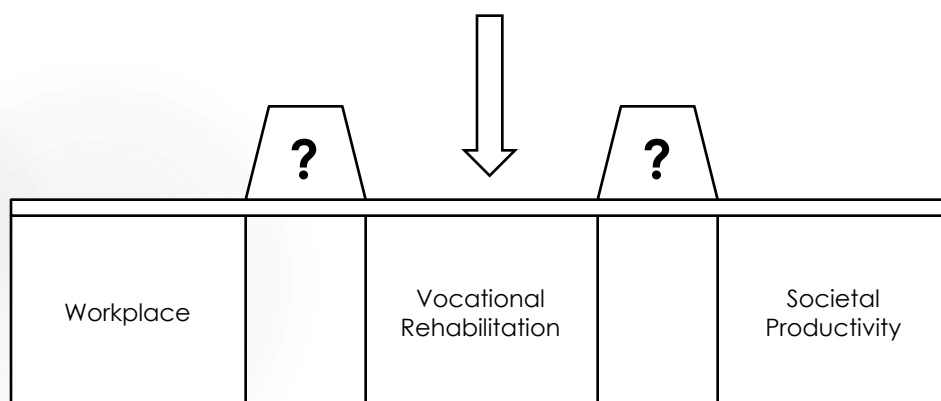
- Passive vs. active spending

91% vs. 9%

OECD 2010

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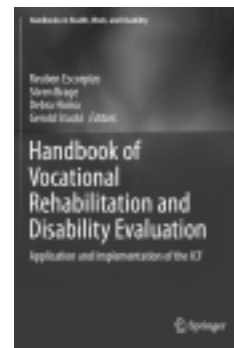
Focus of today...



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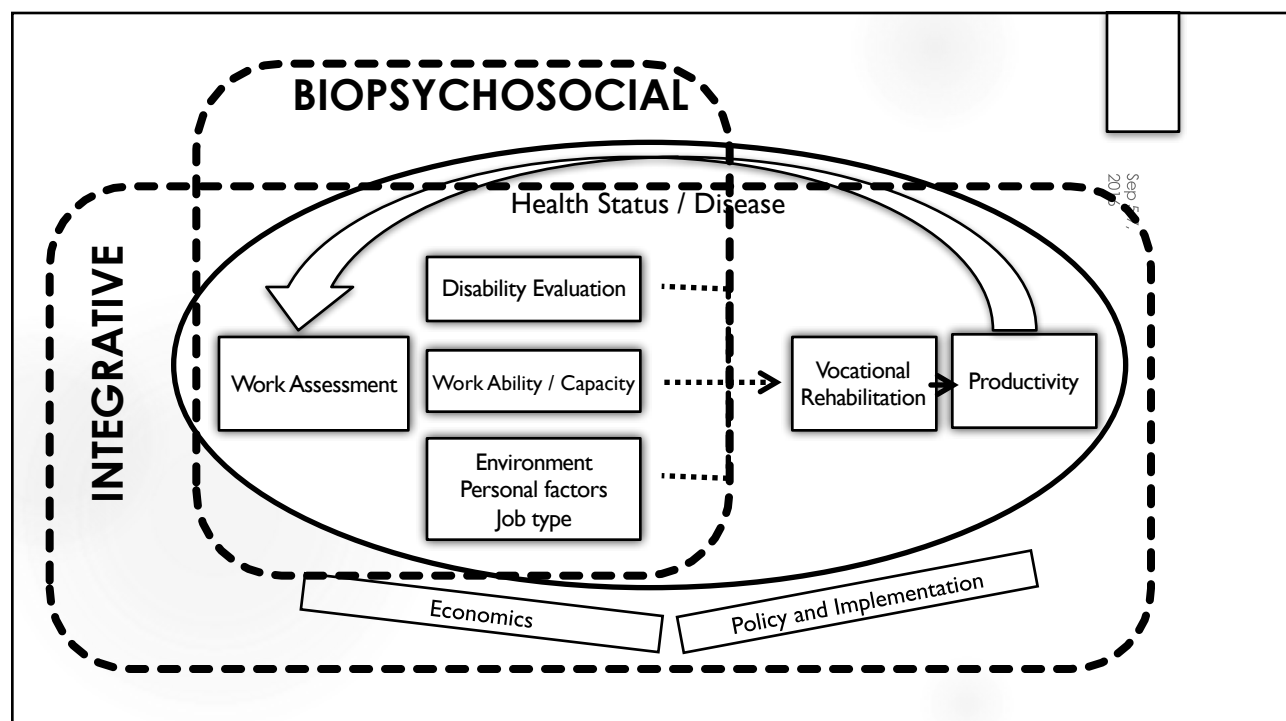
Vocational Rehabilitation

- Multi-professional, evidence-based
- Different settings, services, and activities
- Working age
- Optimize work participation
- ***Integrative biopsychosocial approach***

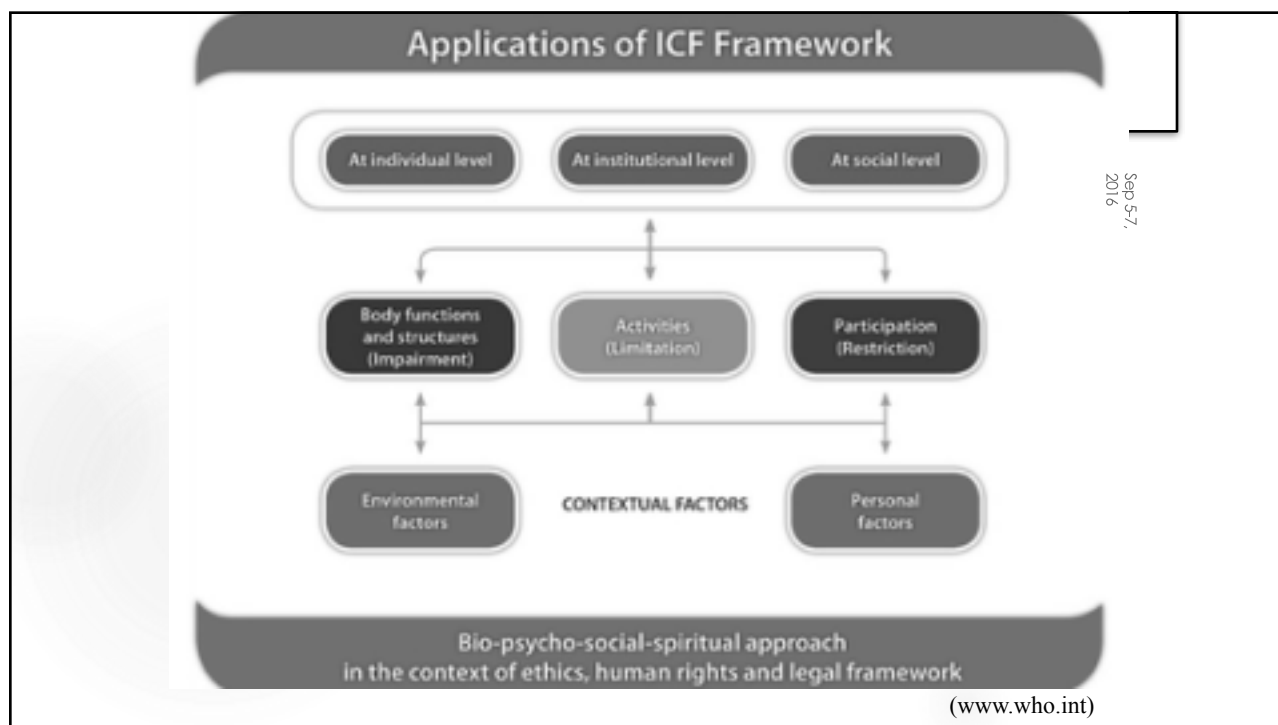


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In R. Escorpizo et al. (eds.), Handbook of Vocational Rehabilitation and Disability Evaluation;
Handbooks in Health, Work, and Disability, Springer, Switzerland 2015. ISBN-13: 978-3319088242



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ICF

- ▶ International Classification of Functioning, Disability and Health
 - ▶ World Health Organization 2001
 - ▶ Conceptual framework and classification system
 - ▶ Impact of health condition on functioning (disability)
- Sep 5-7, 2016

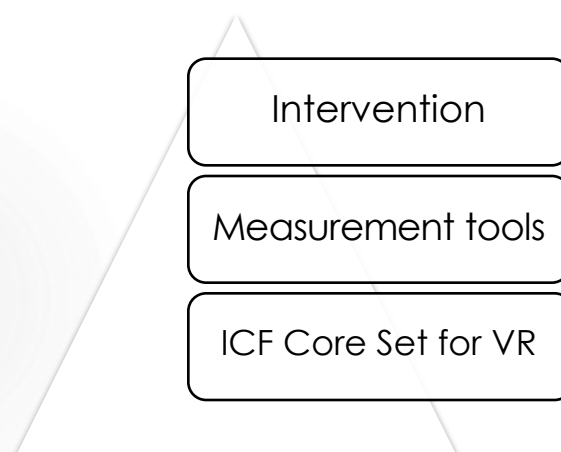
ICF and work in PubMed Sep 3/16

Search term	Results
"ICF" AND "vocational rehabilitation"	50
"ICF" AND "work" AND "vocational rehabilitation"	36
"ICF" AND "return to work" AND "vocational rehabilitation"	14

= 46 / 50 papers in the last 10 years

= 23 / 50 papers in the last 5 years

The vocational rehab pyramid



ICF Core Set for Vocational Rehabilitation

- ▶ Identify "what" we should assess and evaluate in work rehabilitation setting
- ▶ Not "how" can we assess and evaluate persons who are being referred to work rehabilitation

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ICF Core Set for Vocational Rehabilitation (brief version)

- ▶ d155 Acquiring skills
- ▶ d240 Handling stress and other psychological demands
- ▶ d720 Complex interpersonal interactions
- ▶ d845 Acquiring, keeping and terminating a job
- ▶ d850 Remunerative employment
- ▶ d855 Non-remunerative employment

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ICF Core Set for Vocational Rehabilitation (brief version)

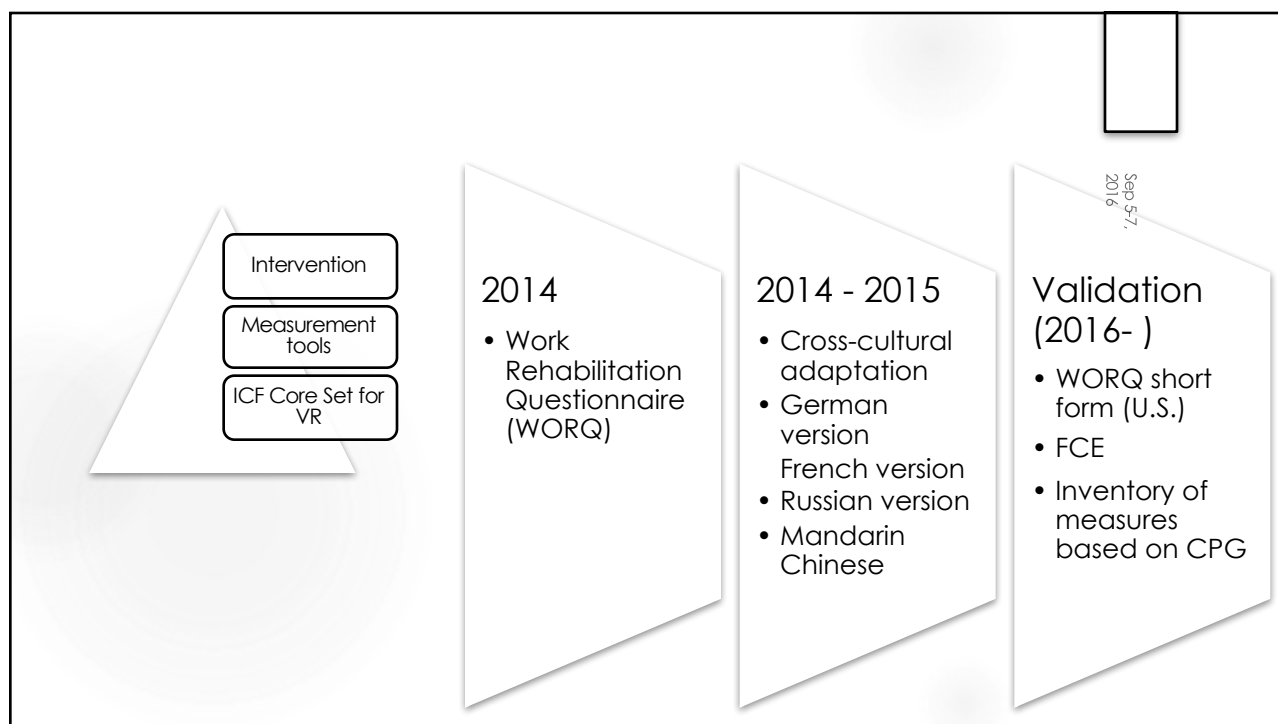
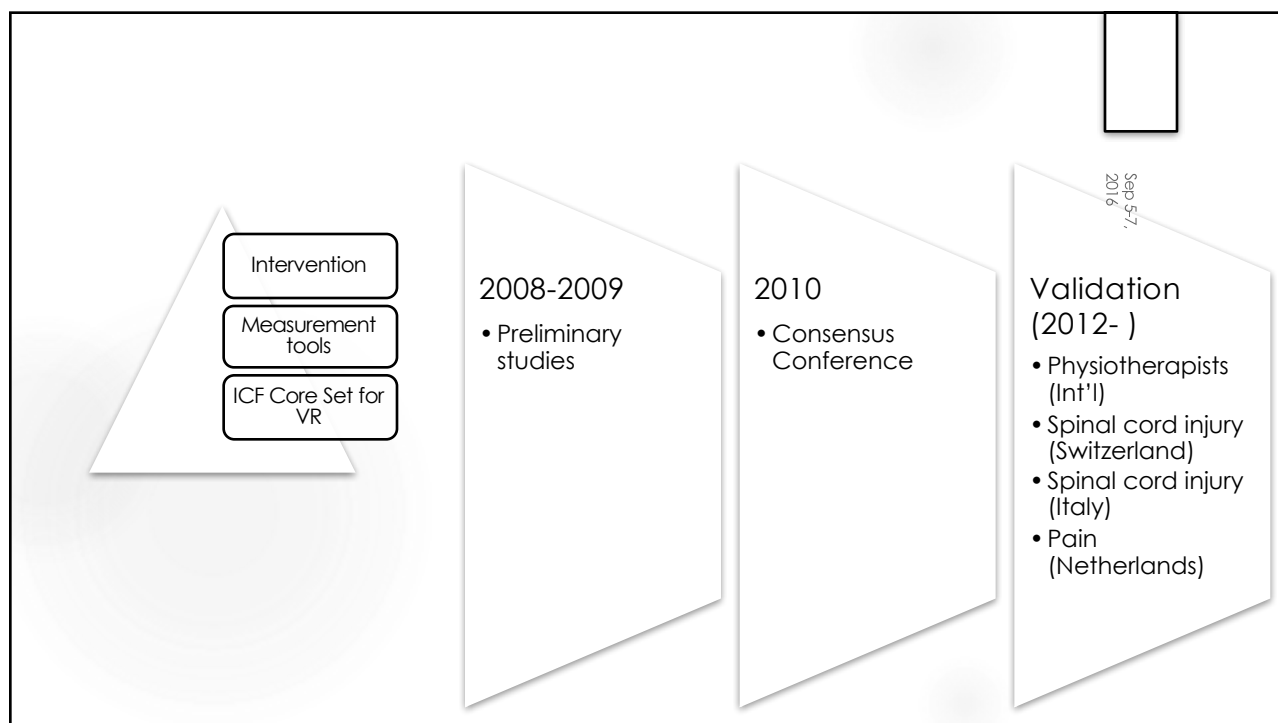
- ▶ e310 Immediate family
- ▶ e330 People in positions of authority
- ▶ e580 Health services, system and policies
- ▶ e590 Labour and employment services, systems and policies

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ICF Core Set for Vocational Rehabilitation (brief version)

- ▶ b130 Energy and drive functions
- ▶ b164 Higher-level cognitive functions
- ▶ b455 Exercise tolerance functions

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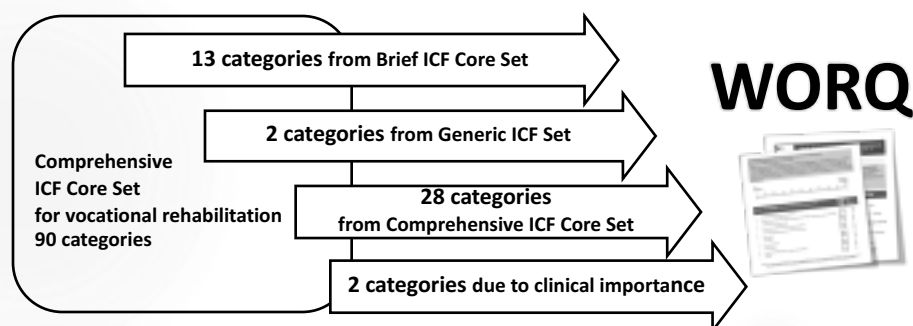
Work rehabilitation questionnaire (WORQ)

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- ▶ Generic instrument
- ▶ Self-reported or interviewer-administered
- ▶ Has two parts: Part I Introduction (17 items) and Part II Functioning Section (42 items) / WORQ-short form 13 items
- ▶ Recall period 7 days; 0-10 numeric rating scale
- ▶ Free! <http://myworq.org>

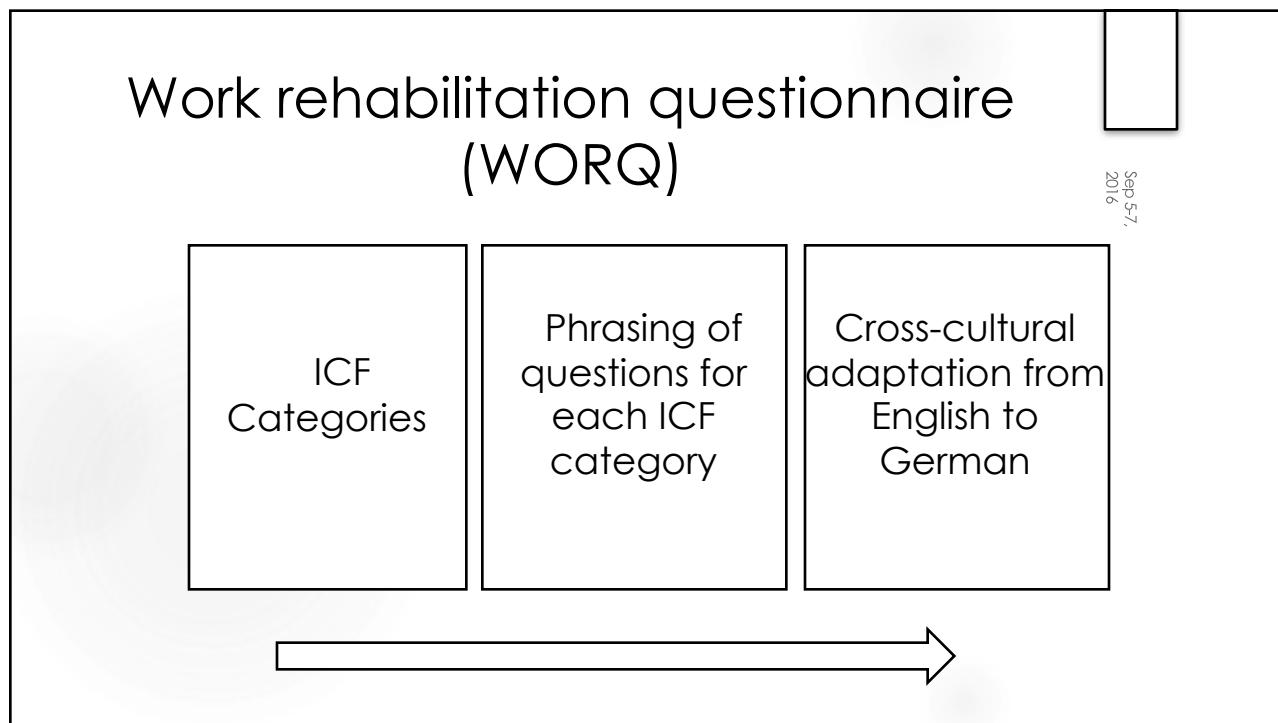
Finger et al. 2013; Escorpizo et al. 2013

Work rehabilitation questionnaire (WORQ)



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WORQ- SHORT FORM

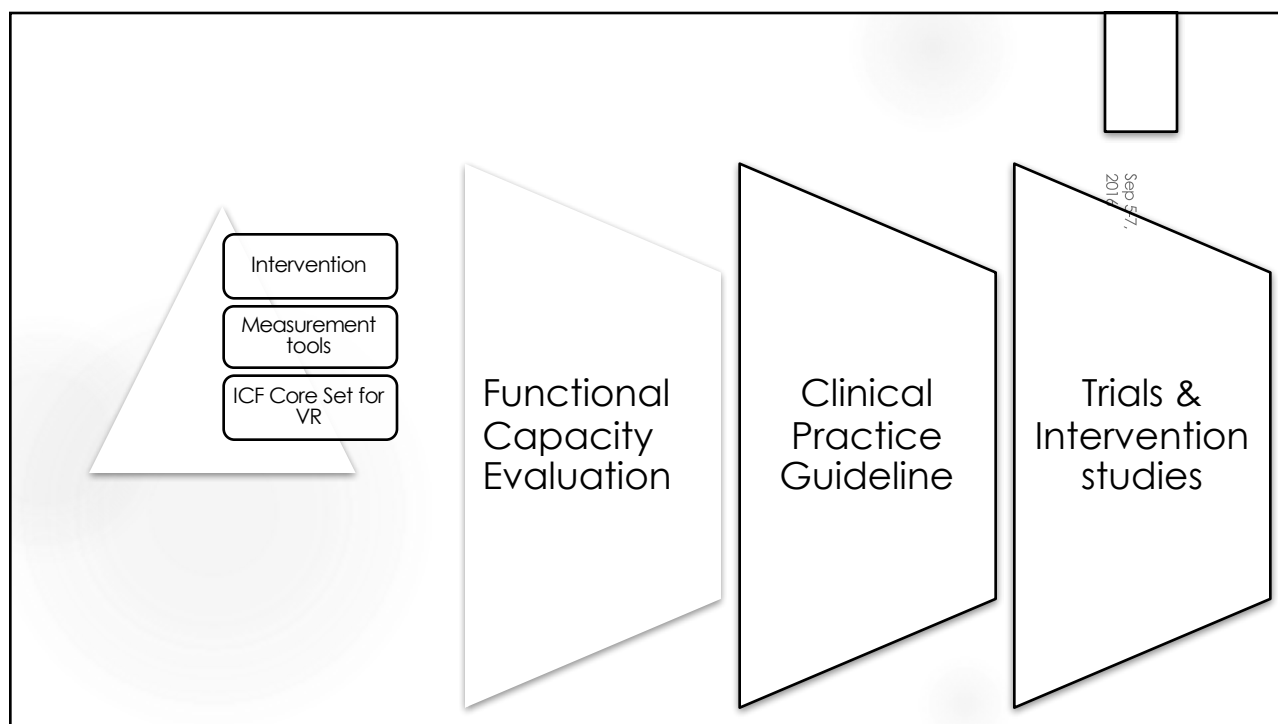
Overall in the past week, to what extent did you have problems with...

		No problem	0	1	2	3	4	5	6	7	8	9	10	Complete problem
1	... not feeling rested and refreshed during the day?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2	... your usual daily activities because you felt sad or depressed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3	... your usual daily activities because you felt worried or anxious?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	... analyzing and finding solutions to problems in day to day life?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5	... bodily aches or pains?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6	... general endurance when performing physical activities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7	... learning a new task (e.g., learning a new game, learning how to use the computer, learning how to use a tool, etc.)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8	... carrying out your daily routine or day to day activities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9	... handling stress, crises, or conflict?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10	... walking a short distance (less than half a mile)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11	... walking a long distance (more than half a mile)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
12	... moving around including crawling, climbing, and running?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
13	... your relationships with people?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Work rehabilitation questionnaire (WORQ)

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- ▶ Ongoing data collection
- ▶ Further construct validity testing
- ▶ Sub-scaling + Confirmatory Analysis
- ▶ Sub-scaling + Rasch Analysis
- ▶ WORQ → Global Rating of Change
- ▶ Predictive validity with RTW



What is FCE?

- ▶ A **systematic method** of measuring an individual's ability to perform meaningful tasks safely and dependably ¹
- ▶ A comprehensive battery of performance-based tests that is used commonly to determine ability for work, activities of daily living, or leisure activities ²
- ▶ Functional evaluation combined with **diagnoses and prognoses** can support RTW ³

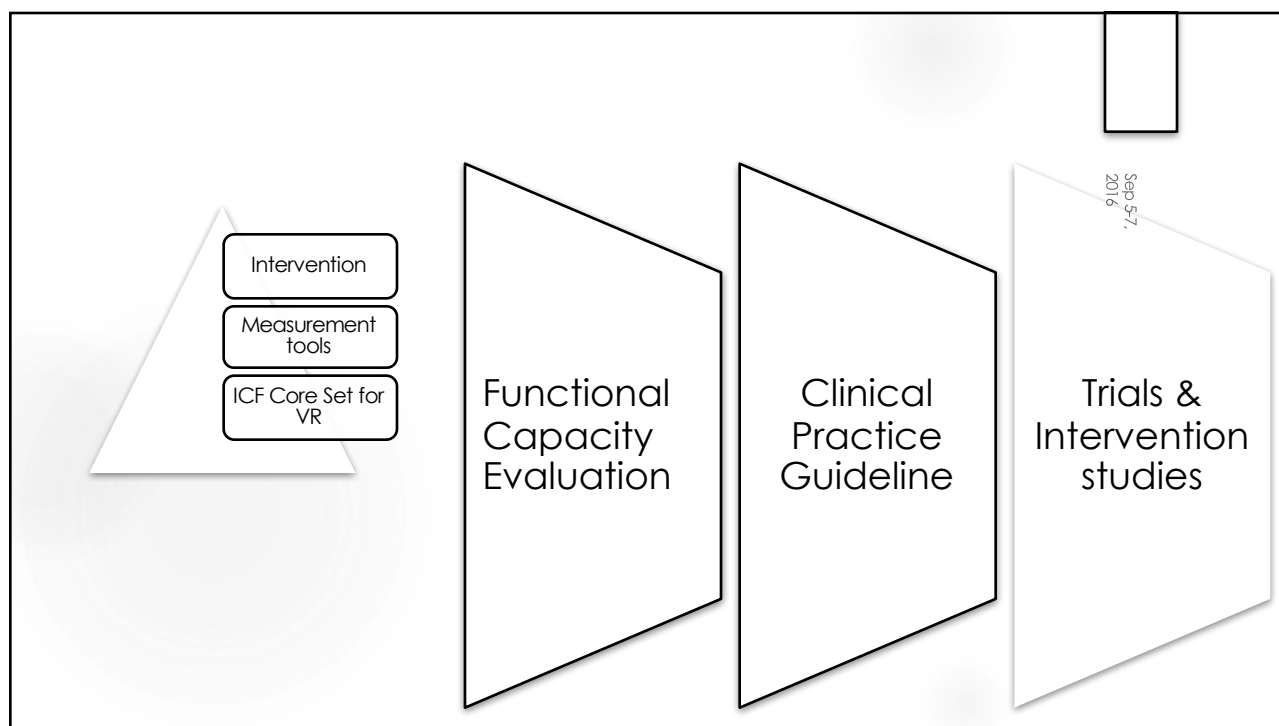
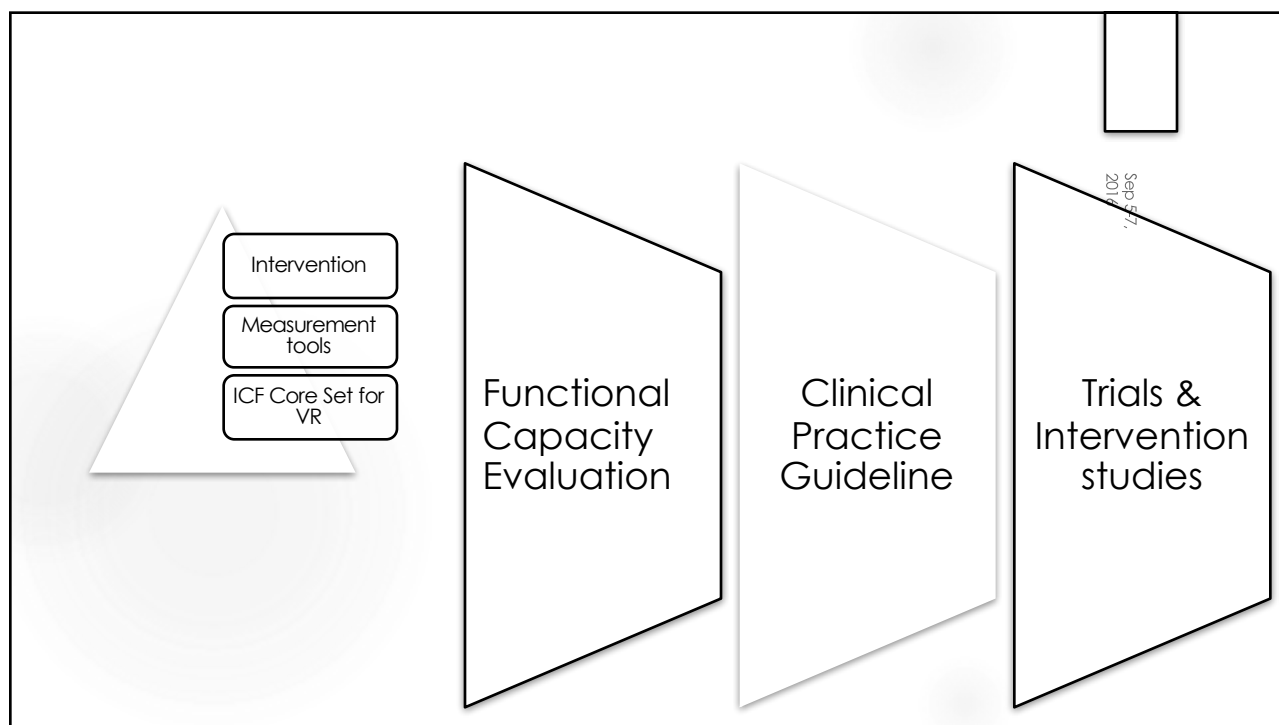
1 Matheson 2003; 2 Gross 2006; 3 APTA 2011

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FCE-ICF interface

FCE	ICF	Operationalization
Functional limitation	Functioning 1.Body functions 2.Body structure 3.Activities & participation	ICF Core Set for Vocational Rehabilitation EUMASS Core Set for Social Security
Meaningful tasks and demands	Contextual factors	Personal factors Environmental factors

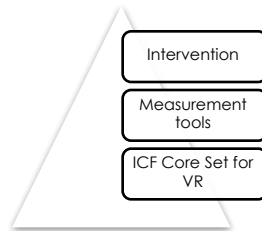
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Case Example: Application

- ▶ A 30-yr old male with chronic low back pain
- ▶ Construction worker
- ▶ + Psychosocial makeup
- ▶ Comorbidities- depression

- ▶ A 30-yr old male with chronic low back pain
- ▶ Construction worker
- ▶ + Psychosocial makeup
- ▶ Comorbidities- depression
- ▶ Readiness for RTW (negative)- workplace
- ▶ Employment service is poor



Vocational Rehabilitation

- ▶ Assess per ICF
- ▶ Type of job
- ▶ WORQ + objective measures
- ▶ "FCE", other PROs
- ▶ Case management / social security

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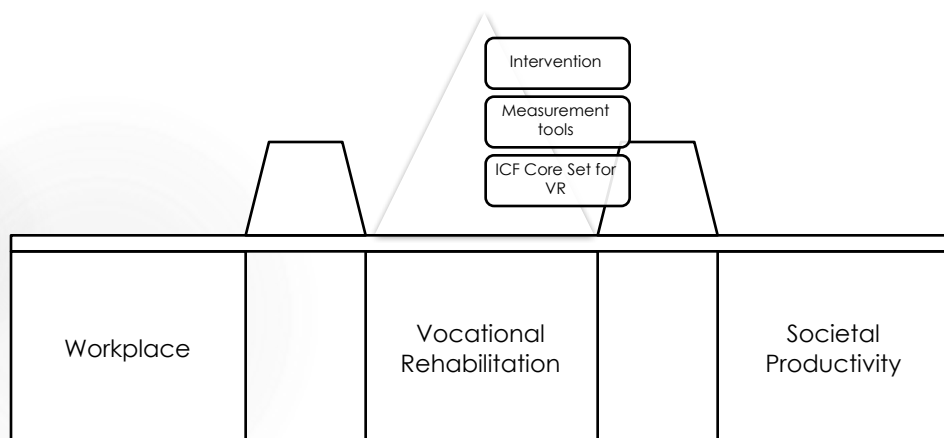
What have we learned?

- ▶ Functioning profile: What to measure and how to measure
- ▶ Uniform reporting of work functioning profile
- ▶ Blending patient-reported outcomes e.g. WORQ, with objective measures e.g. FCE
- ▶ Can inform **TARGETED** intervention from what we know about the patient
- ▶ ICF is key to vocational rehabilitation, case management, social security continuum

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Summary

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Patient/Client Name:
Date today:

Medical Record No.:
Diagnosis:

PART 1

Sociodemographics:
History / Mechanism of Injury:
Patient's/Client's Goals:
WORQ intro part (type of job, industry, precautions)

Predictors / Risk Factors

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PART 2

ICF PROFILE

Outcomes

**Valid
Reliable
Responsive
Feasible**

ICF Category	Short name	Patient-reported	Clinician-reported	Imaging, special tests, database	Other tests / measures:
b130	Energy and drive	WORQ			1. Functional Capacity Evaluation – Short Form 2. Lower Extremity Functional Scale 3. Neck Disability Index 4. Disability of Arms, Shoulder, and Hands (QUICK DASH) 5. QOL measure- PROMIS Global Health
b164	High level cognition	WORQ			
b455	Exercise tolerance	WORQ	6 min walk test		
d155	Acquiring skills	WORQ			
d240	Handling stress	WORQ			
d720	Complex interactions	WORQ			Modified from Escorpizo et al. 2010
d845	Acquiring, terminating, keeping job	WORQ			
d850	Remunerative employment	WORQ			
d855	Non-remunerative employment	WORQ			
e310	Immediate family support	WORQ			
e330	Supervisor	WORQ			
e580	Health services	WORQ			
e590	Employment services	WORQ			

PART 3 Assessment: Short-term Goals (4 weeks): Long-term Goals (8 weeks):	}	Assessment	Sep 5-7, 2016
PART 4 Plan of Care (see evidence-based critical practice appraisal): Self-management: Discharge Plan: Communication Plan:	}	Intervention	
PART 5 Re-evaluation: Perform Parts 1 and 2 then add "readiness" to return to work"; proceed with Parts 3-4.	}	Re-evaluation	

Þakka þér

Kiitos

tak

Takk skal du ha

Tack

Thank you

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