Readiness for return to work
- a concept and a tool

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The readiness for return to work model

The readiness for RTW scale

- The Readiness for RTW scale\(^1\) developed and validated in a Canadian cohort study:
  - 13 questions for people not working:
    - Precontemplation
    - Contemplation
    - Prepared for action (self-evaluative and behavioral)
  - 9 questions for people working:
    - Uncertain maintenance
    - Proactive maintenance

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Study aims

To investigate the psychometric properties of the Norwegian version of the Readiness for RTW scale among persons in inpatient occupational rehabilitation

- Internal consistency
- Construct validity

To investigate the associations between the Norwegian version of the Readiness for RTW scale and future work participation
Methods

- **Participants (n=179):** Persons with reduced work ability who participated in a one-week inpatient program
- **Design:** A prospective cohort with one year follow up
  - Baseline questionnaires
  - Register data: Sickness benefits
- **Analyses:**
  - Explorative factor analyses and reliability analyses
  - Correlations between factors and relevant instruments
  - Multivariate linear regression models
Participants

- Invited (n=221)
  - Consented (n=193)
    - Questionnaire and register data (n=179)
      - Scale A – not working (n=119)
      - Scale B – working (n=60)
  - Excluded (n=8)
Psychometric properties of the scale

RTW inability

Proactive maintenance

RTW uncertainty

Uncertain maintenance

Prepared for action
Scale factors and associations with work participation (adjusted model\(^1\))

- High score RTW inability $\leftrightarrow$ low work participation ($p=0.02$)
- RTW uncertainty: No association ($p=0.72$)

- High proactive work maintenance $\leftrightarrow$ high work participation ($p=0.03$)
- Uncertain work maintenance: No association ($p=0.83$)

1. Model adjusted for: Age, gender, subjective health complaints, employment contract and duration of previous sickness benefits.
Items Readiness for RTW scale A – not working (a=reversed)

RTW inability factor (item 1, 2, 4 a, 5a, 13)

1: You don`t think you will ever be able to go back to work

2: As far as you`re concerned, there is no point in thinking about returning to work

4: Physically, you are starting to feel ready to go back to work a

5: You have been increasing your activities at home in order to build up your strength to go back to work a

13: As far as you are concerned, you don`t need to go back to work ever

RTW uncertainty factor (item 10a, 11, 12)

10: You have a date for your first day back at work a

11: You wish you had more ideas about how to get back to work

12: You would like to have some advice about how to go back to work
Items Readiness for RTW scale B – working (a=reversed)

Proactive work maintenance factor (2, 4, 9a)

2: You have learnt different ways to cope with your pain so that you can stay at work
4: You have found strategies to make your work manageable so you can stay at work
9: You feel you may need help in order to stay at work a

Uncertain work maintenance factor (item 1, 3, 5, 6, 7)

1: You are doing everything you can to stay at work
3: You are taking steps to prevent having to go off work again due to your injury
5: You are back at work but not sure you can keep up the effort
6: You worry about having to stop working again due to your injury
7: You still find yourself struggling to stay at work due to the effects of your injury
Thank you!