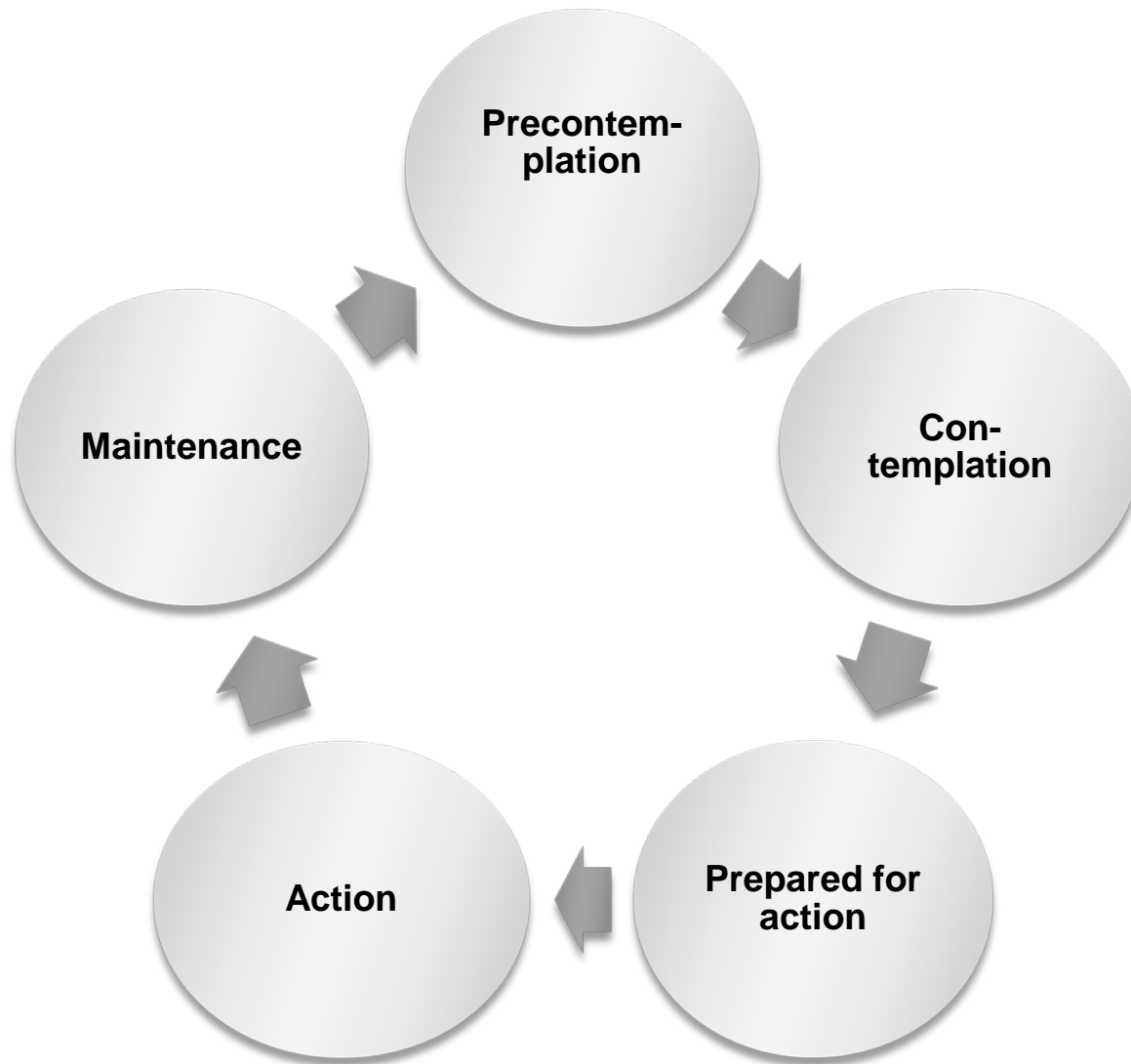


# Readiness for return to work - a concept and a tool

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# The readiness for return to work model <sup>1</sup>



1. Franche RL, Krause N. Readiness for return to work following injury or illness: conceptualizing the interpersonal impact of health care, workplace, and insurance factors. J Occup Rehabil 2002;12 (4): 233-56.

# The readiness for RTW scale

- The Readiness for RTW scale<sup>1</sup> 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

# Study aims

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

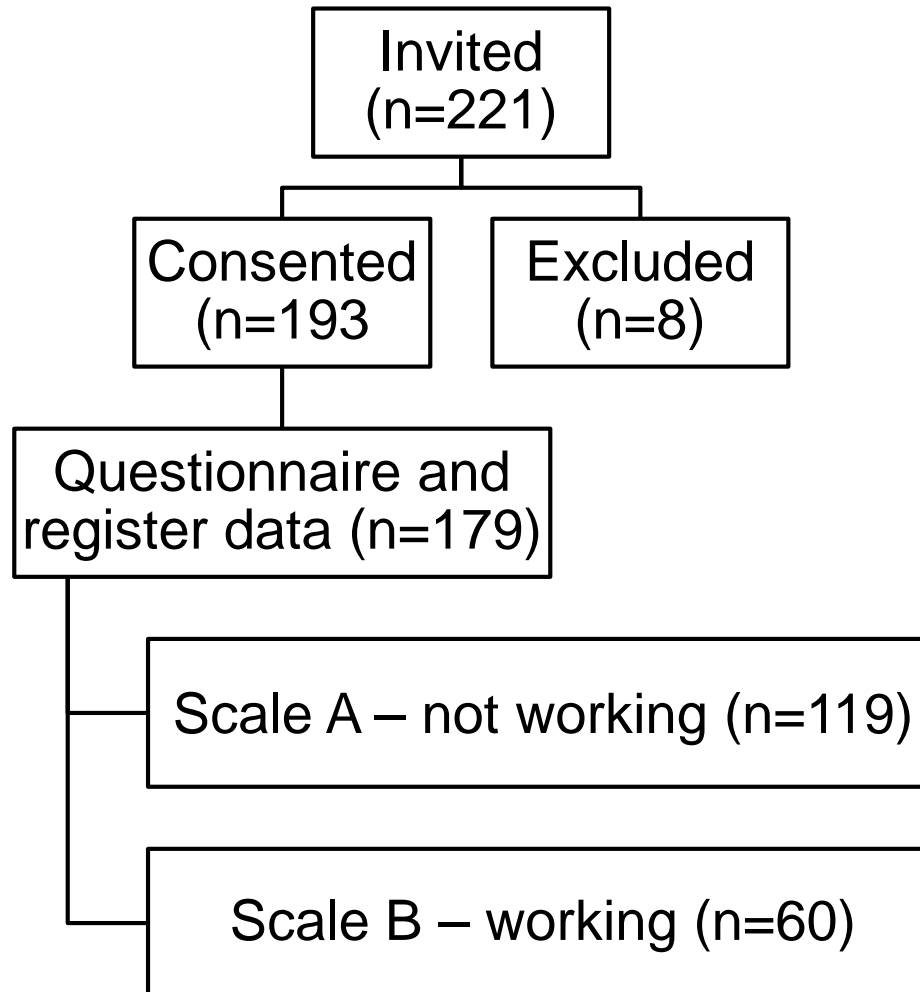
- Internal consistency
- Construct validity

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

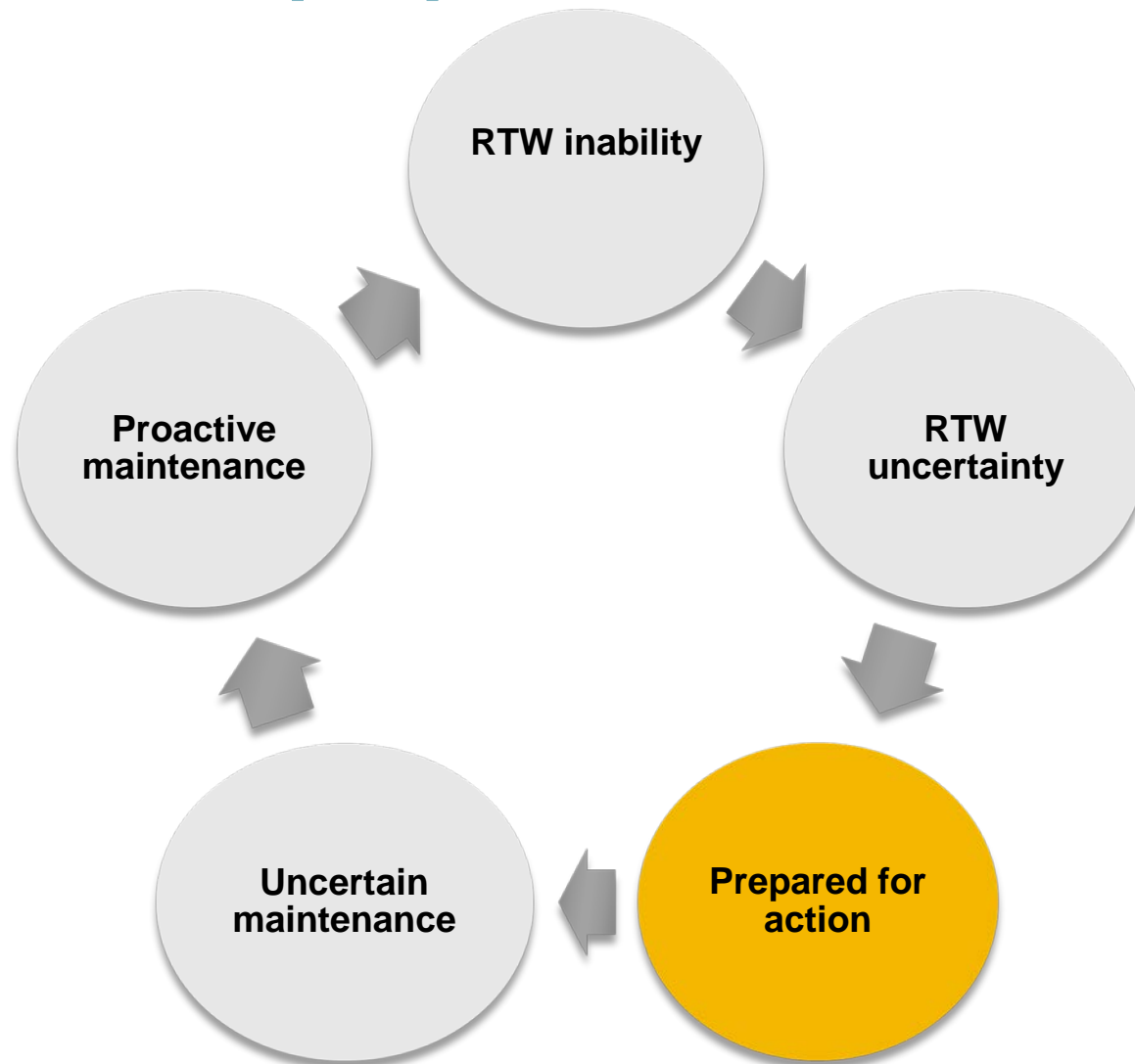
# Methods

- 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



# Psychometric properties of the scale



# Scale factors and associations with work participation (adjusted model<sup>1</sup>)

- High score RTW inability ↔ low work participation (p=0.02)
  - RTW uncertainty: No association (p=0.72)
  - High proactive work maintenance ↔ 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)*

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### **RTW inability factor (item 1, 2, 4<sup>a</sup>, 5<sup>a</sup>, 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<sup>a</sup>

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

13: As far as you are concerned, you don't need to go back to work ever

### **RTW uncertainty factor (item 10<sup>a</sup>, 11, 12)**

10: You have a date for your first day back at work<sup>a</sup>

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)*

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### **Proactive work maintenance factor (2, 4, 9<sup>a</sup>)**

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 <sup>a</sup>

### **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!