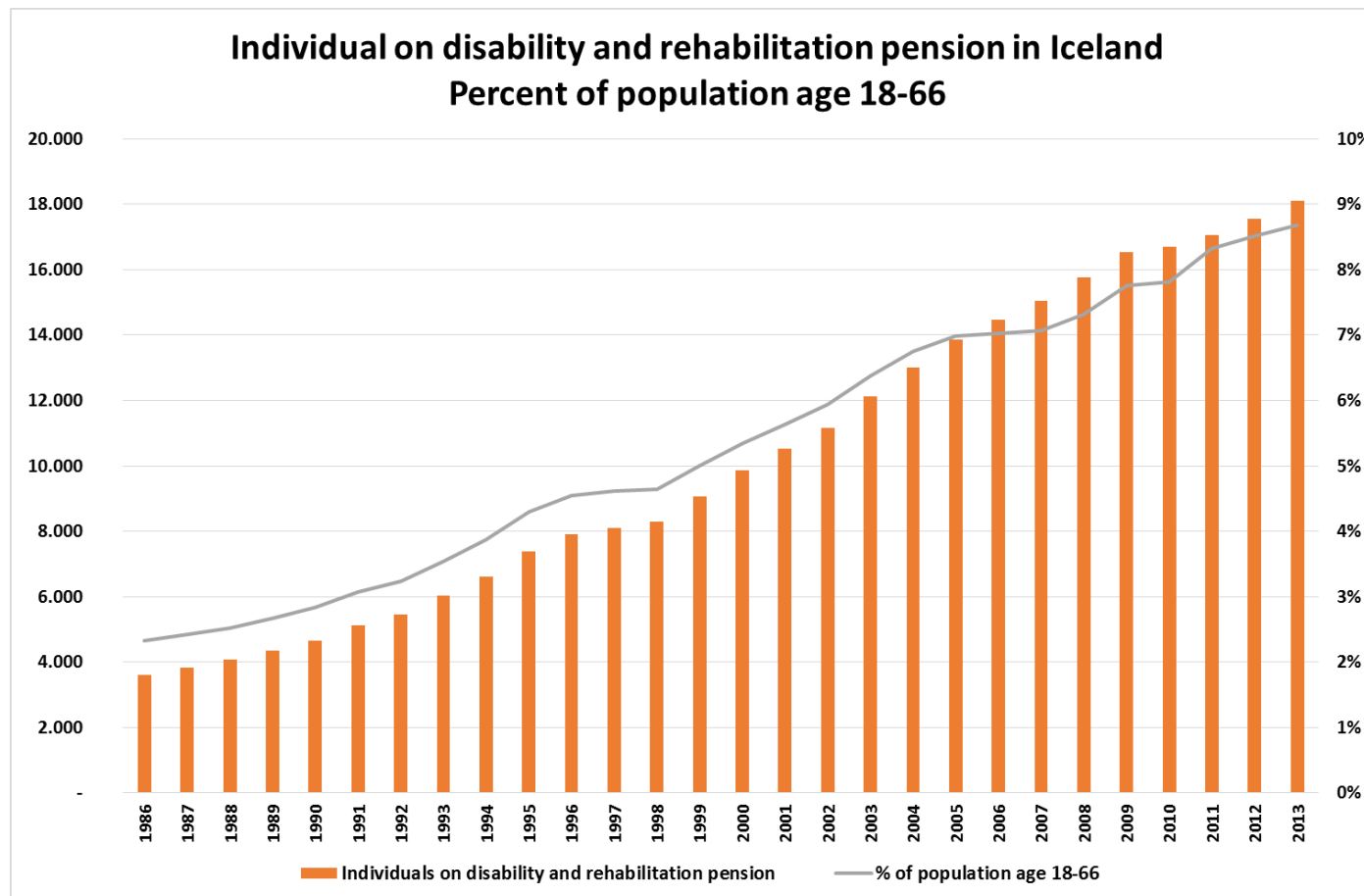


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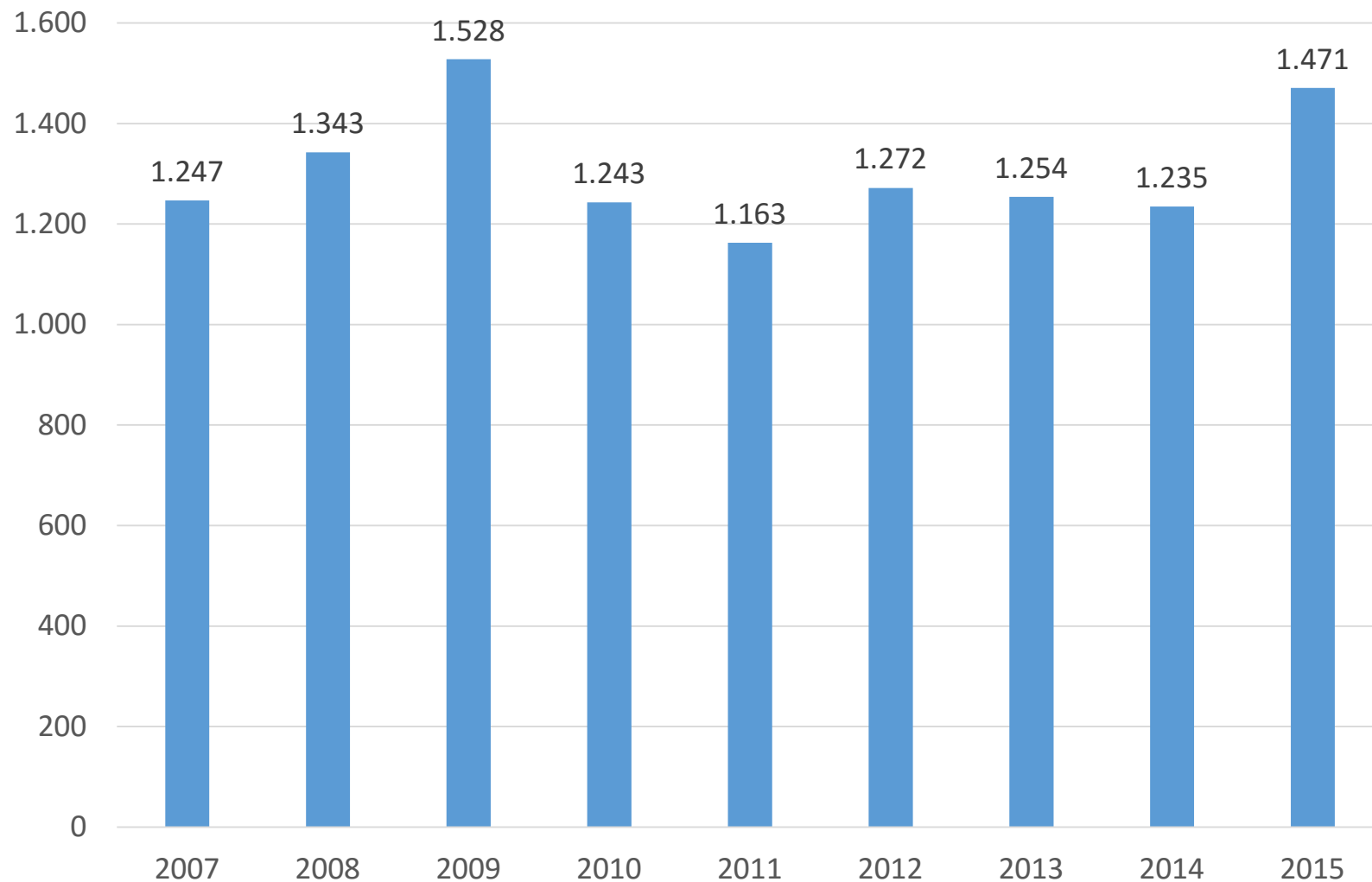
Workability assessment at VIRK Vocational Rehabilitation Fund

Hans Jakob Beck MD, MPH
Medical director, VIRK

Rise of disability in Iceland

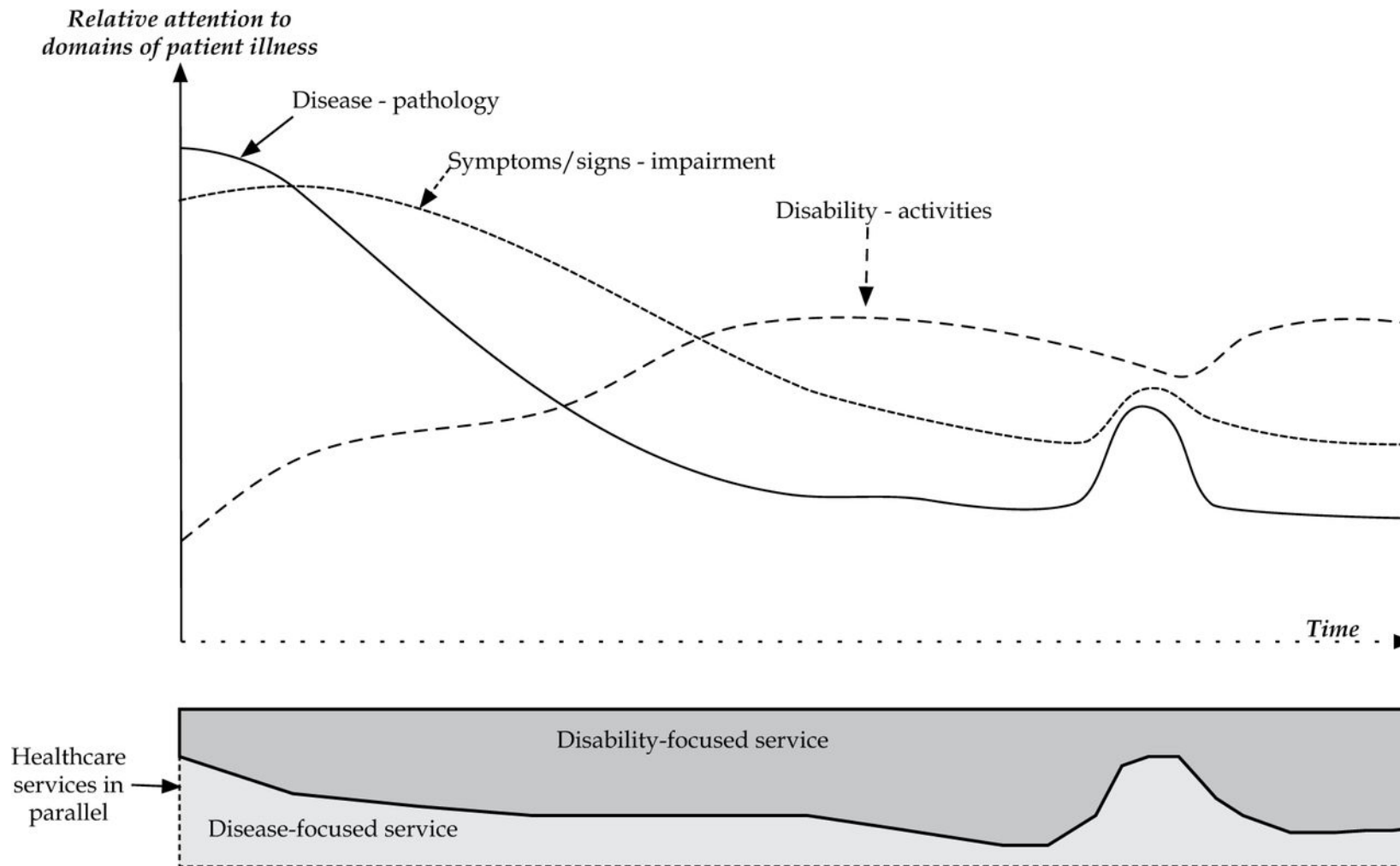


New cases of work disability in Iceland 2007-2015



Source: National Social Insurance Administration

Figure 2. Suggested attention given to domains of patient's illness and service involved.



Derick Wade Clin Rehabil 2015;30:109-118

Background

- Recently VIRK rehabilitation fund was established aiming at increasing return to work for those out of labour market because of their health condition
- Workability assessment is meant to highlight the abilities of a person while traditional assessment focuses on disabilities
- VIRK offers workability assessment for those finalizing the service without returning to work based on the information and experience gained under the vocational rehabilitation period
- Workability of the group can be thus be estimated as the sum of the actual work participation and the workability found by formal assessment

Aim

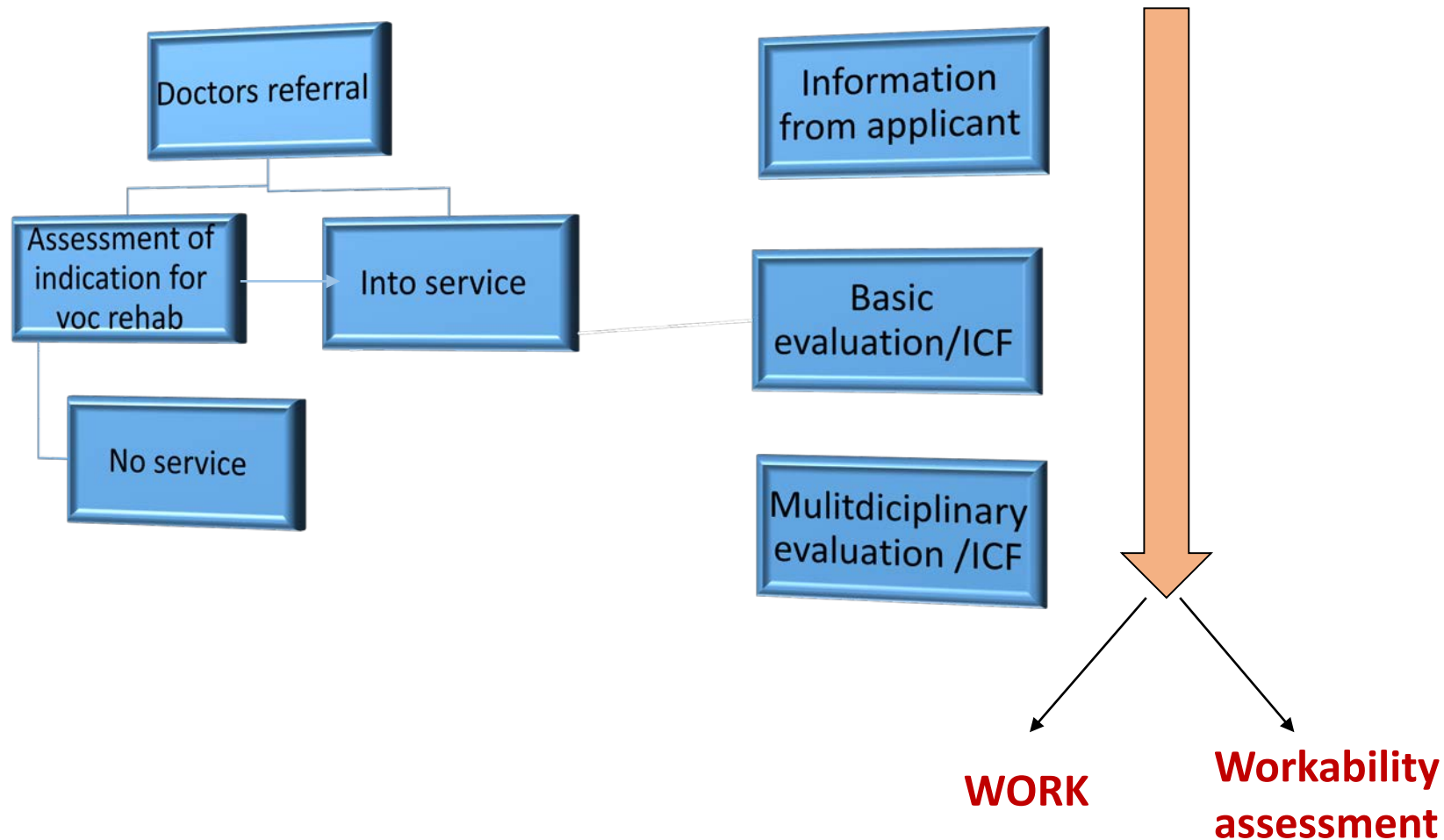
- To compare the assumed workability at discharge to the actual labour market participation and disability based on the 6 months follow-up data

Methods

- All participants discharged in 2015 were selected. The combined results of workability assessment and reported source of income were used to estimate the workability of the group at discharge. This was compared to the reported source of income at 6 months follow-up

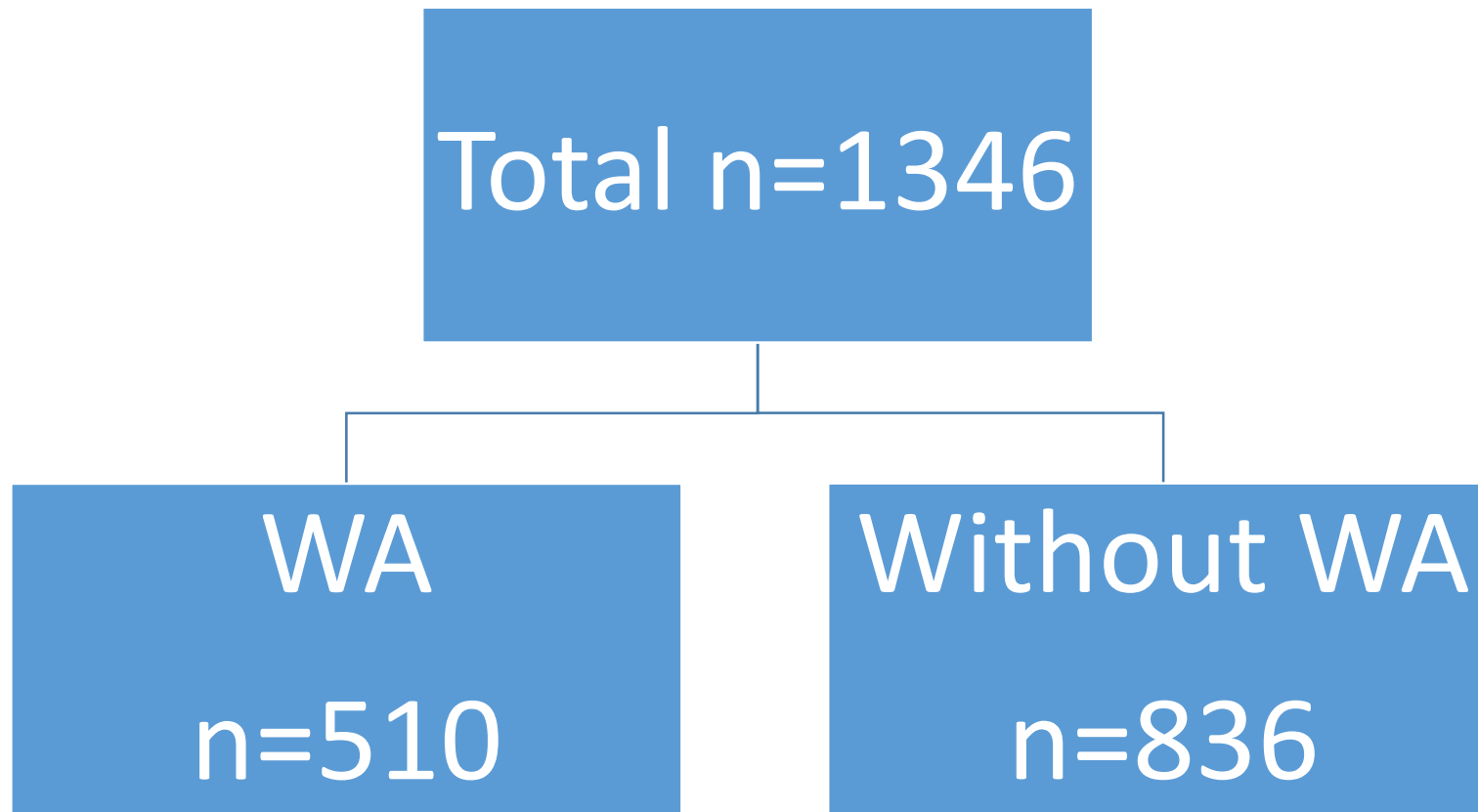
Workability assessment by VIRK

Return to work
interventions

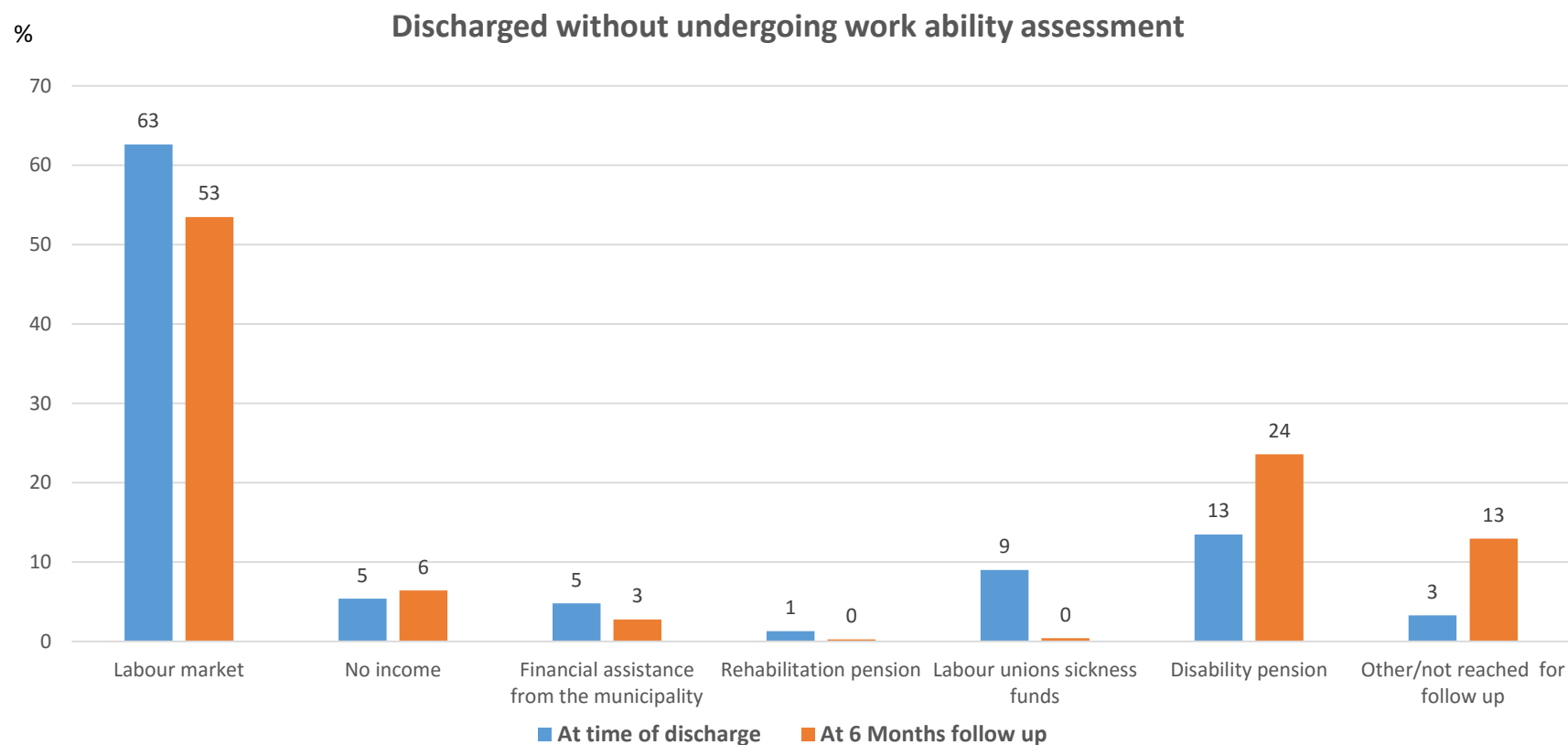


VIRK 2015

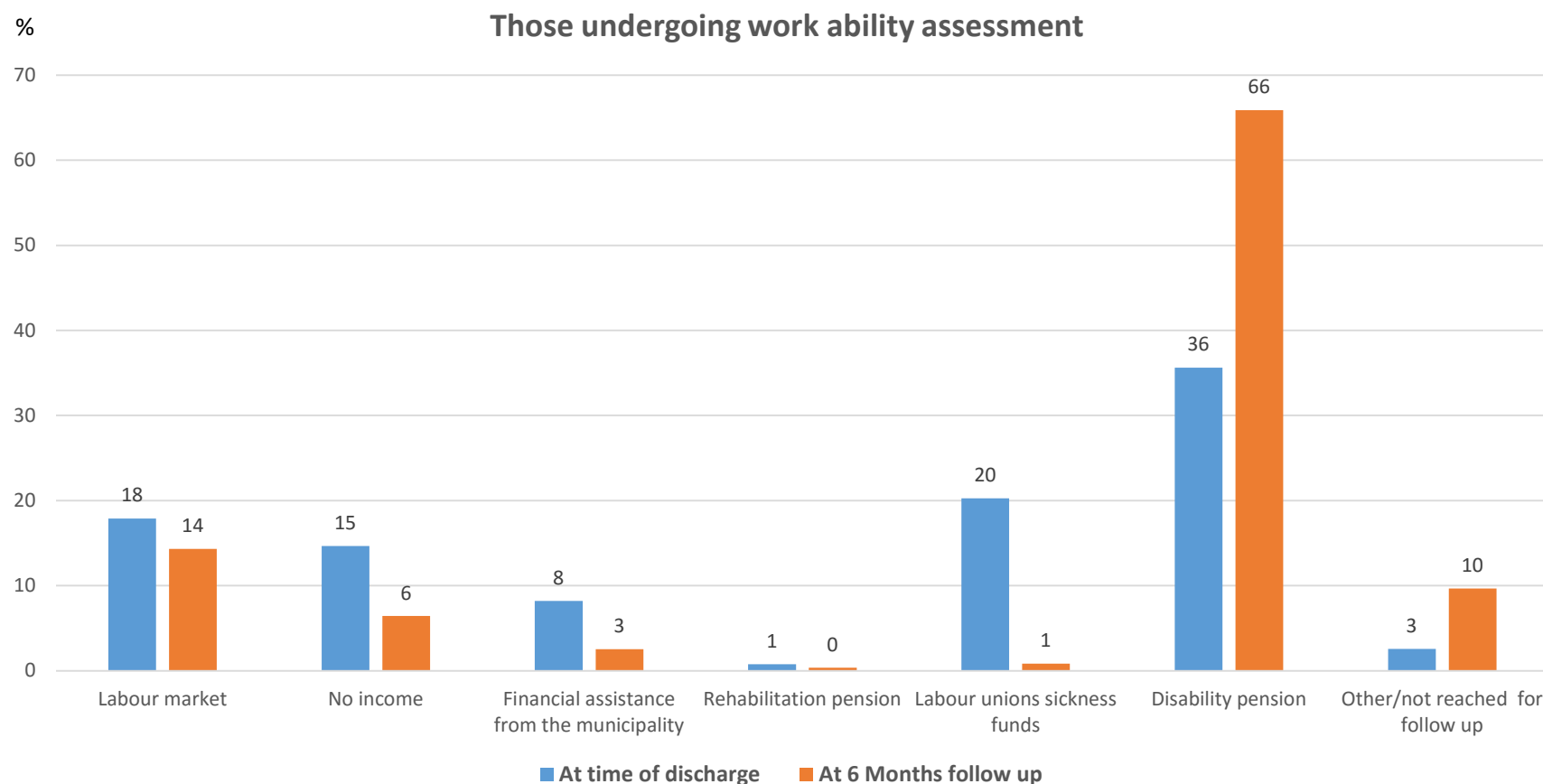
Number of individuals discharged and undergoing
workability assessment



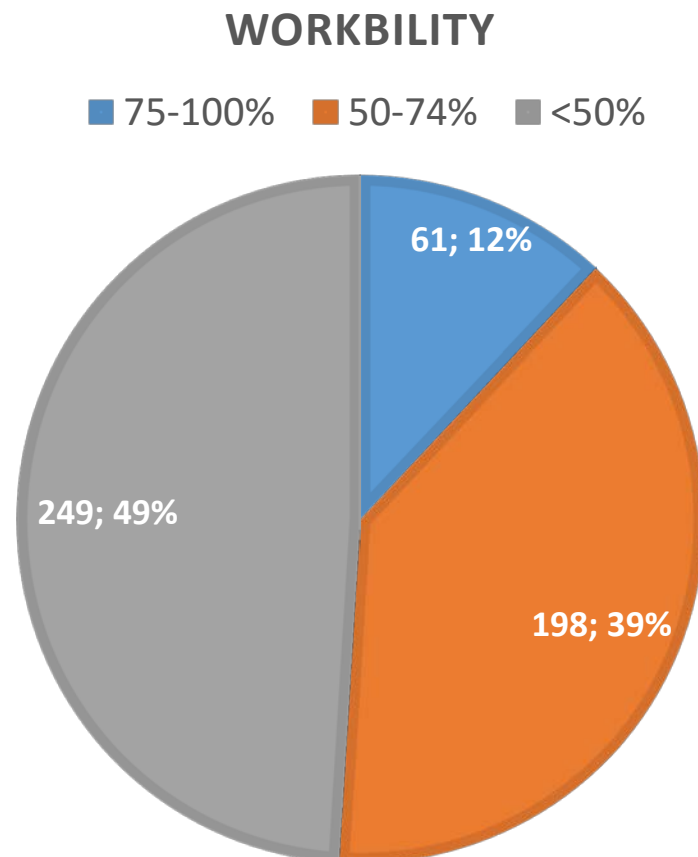
Source of income of those completing service in 2015 % of full time equivalent



Source of income of those completing service in 2015 % of full time equivalent

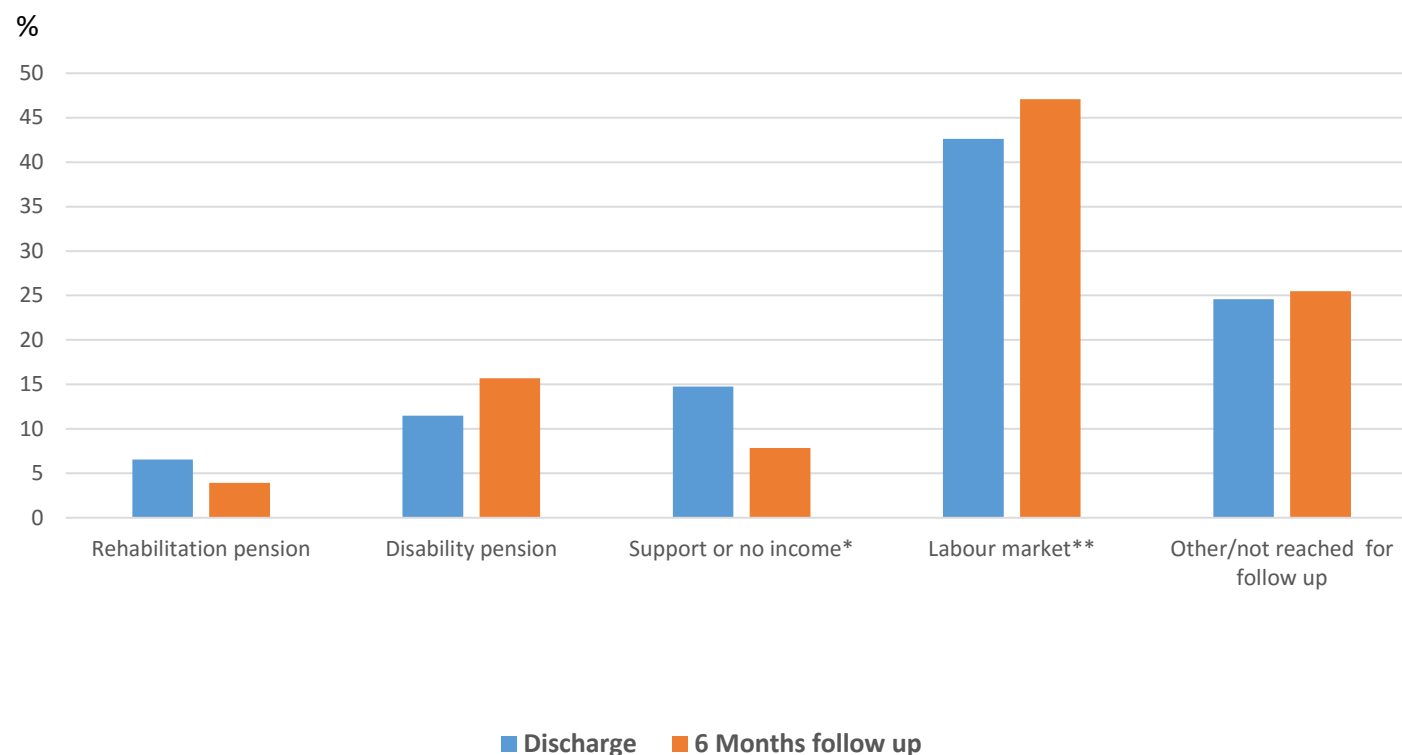


Results of workability assessments



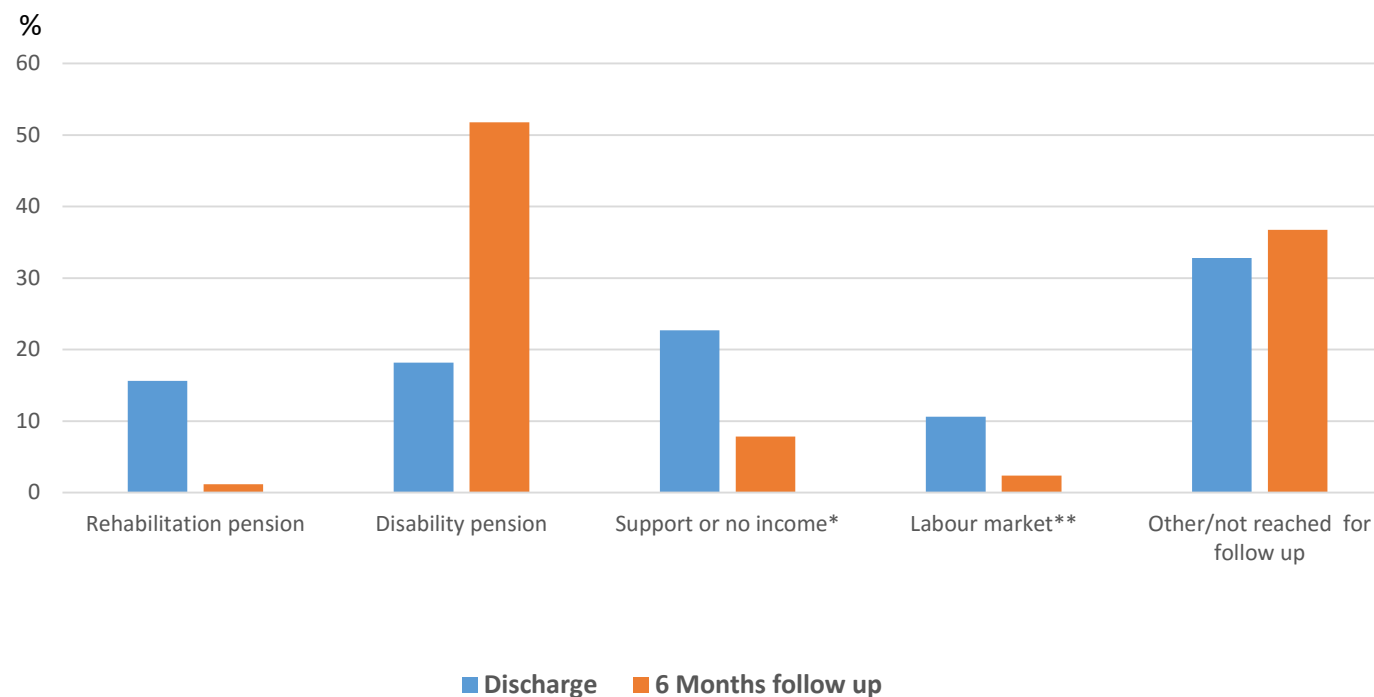
Shares of income source

Work ability 75-100% (n=61)



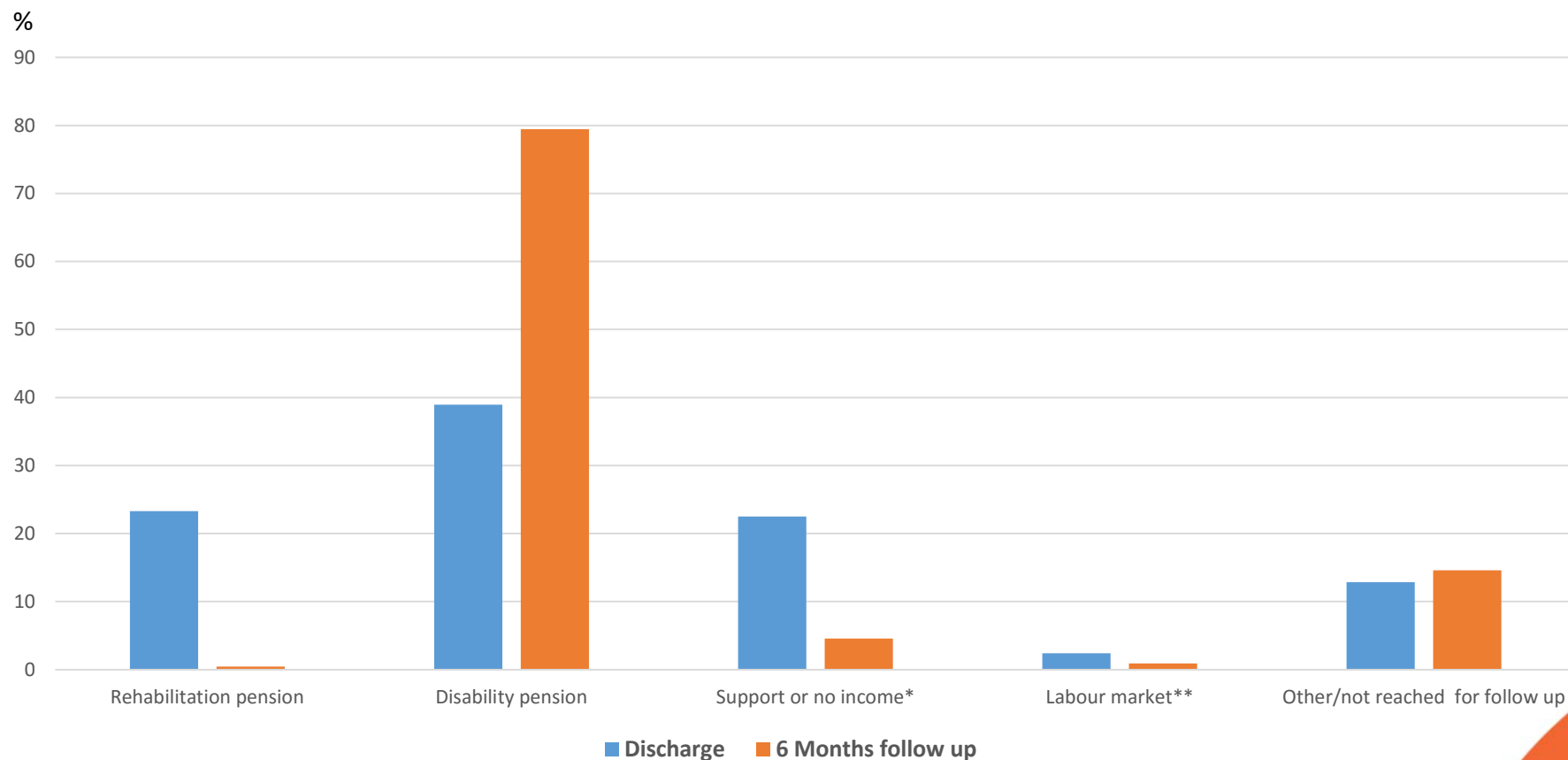
Shares of income source

Work ability 50-74% (n=198)



Shares of income source

Work ability < 50% (n=249)



Results of workability assessment and reported labour market participation

- When converted to full time equivalents results of workability assessments compares to estimated capacity of 161 full time jobs.
- The reported labour market participation equals however 92 full time jobs at discharge and 71 full time jobs at 6 months.

Estimated number of individuals in full time equivalence based on reported source of income

	Labour market	Disability
Discharge		
Workability assessment (n=510)	92	183
Not Workability assessment (n=836)	527	109
Sum	619	292
6 mo follow-up		
Workability assessment (n=510)	71	337
Not Workability assessment (n=836)	443	200
Sum	514	537

Main results

- Considerable workability is gained under the course of vocational rehabilitation at VIRK as labour market participation increases
- This workability decreases somewhat in 6 months after discharge from VIRK
- Proportion of disability increases sharply in 6 months after discharge from VIRK
- Workability as assessed by formal workability assessment does not translate well into reported labour market participation 6 months after discharge from service

Conclusions

- Assessed workability at discharge from VIRK does not lead to later labour market participation without intervention
- Further interventions to prevent working disability among potential labour market participants should be considered

Acknowledgements

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