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Persons with partial work ability at work. A study of the feasibility and benefits of the Osku-concept in different contexts

Nina Nevala¹, Jarno Turunen¹, Raija Tiainen² and Päivi Mattila-Wiro²

¹Finnish Institute of Occupational Health, Helsinki, Finland

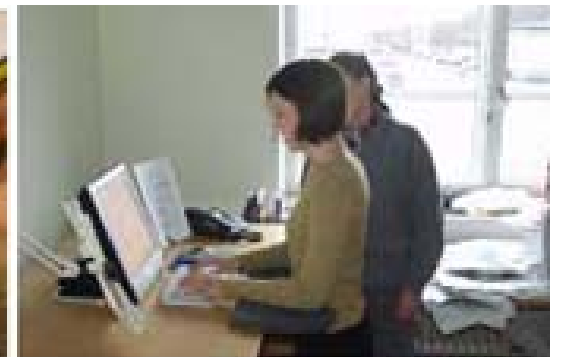
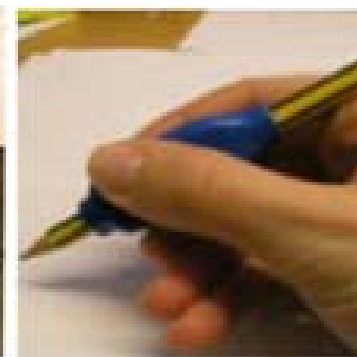
²Ministry of Social Affairs and Health, Helsinki, Finland



Partial work ability

If our work ability decreases, part of it usually remains available

- In 2011, 1.9 million (55 %) people of working age in Finland suffered from a chronic disease or disability (Statistics Finland 2014)
- Partial work ability concerns most of us at some stage of our lives
- A variety of services, means, and benefits are available for people with partial work ability
- However, the service system is fragmented and difficult to master both for clients and professionals (Järvikoski 2014, Liukko 2016)



Ministry of Social Affairs and Health

Programme for persons with partial work capacity (2013-2015)

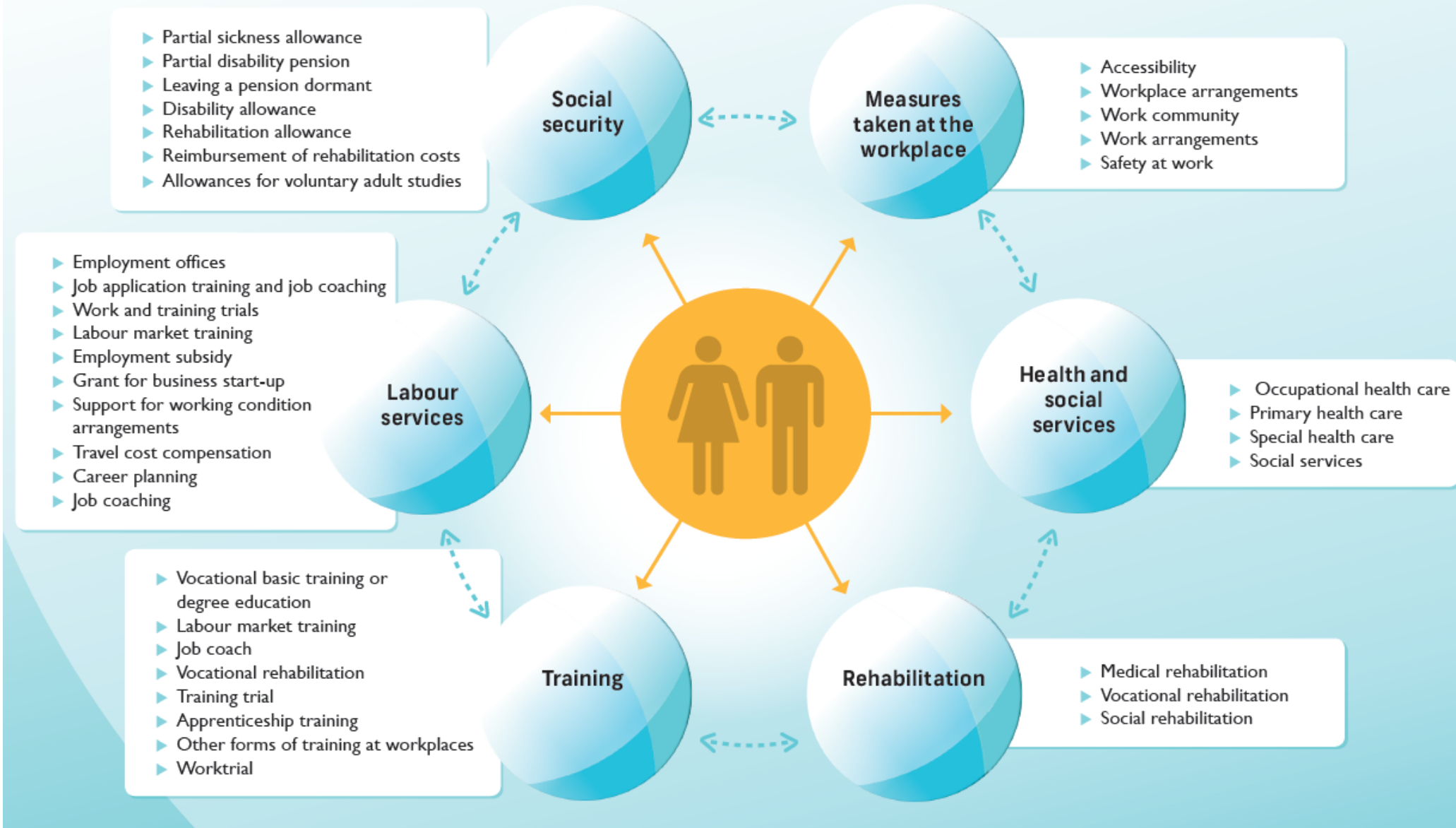


Persons with
partial work capacity
in working life

The objectives of the programme


1. To improve the opportunities for persons with partial work ability to continue working or to get employed
2. To reduce prejudice against partial work ability

http://www.stm.fi/en/ministry/strategies_and_programmes/people_with_partial_work_ability




The trial process

Organizations set targets for supporting the employment of persons with partial work ability.



Organizations appointed a work ability coordinator from their own personnel. The work ability coordinator was trained for the task.



The task of the work ability coordinator was to assess the client's situation, help him/her to recognize the strengths and opportunities, help to combine and apply for services, supports and benefits, give information and guid to find employment or continue at work.

Methodology

The qualitative data

- 24 organizational interviews (employers and work ability coordinators)
- 11 case studies

The quantitative data

- the organizational indicators of six organizations (case-control –design) from the period 2012–2015
- One case study (the scenario analysis)

How did the organizations benefit of the new concept?

Management

- Activities of supervisors became more systematic
- Attitudes changed – appreciation of partial work ability

Competence

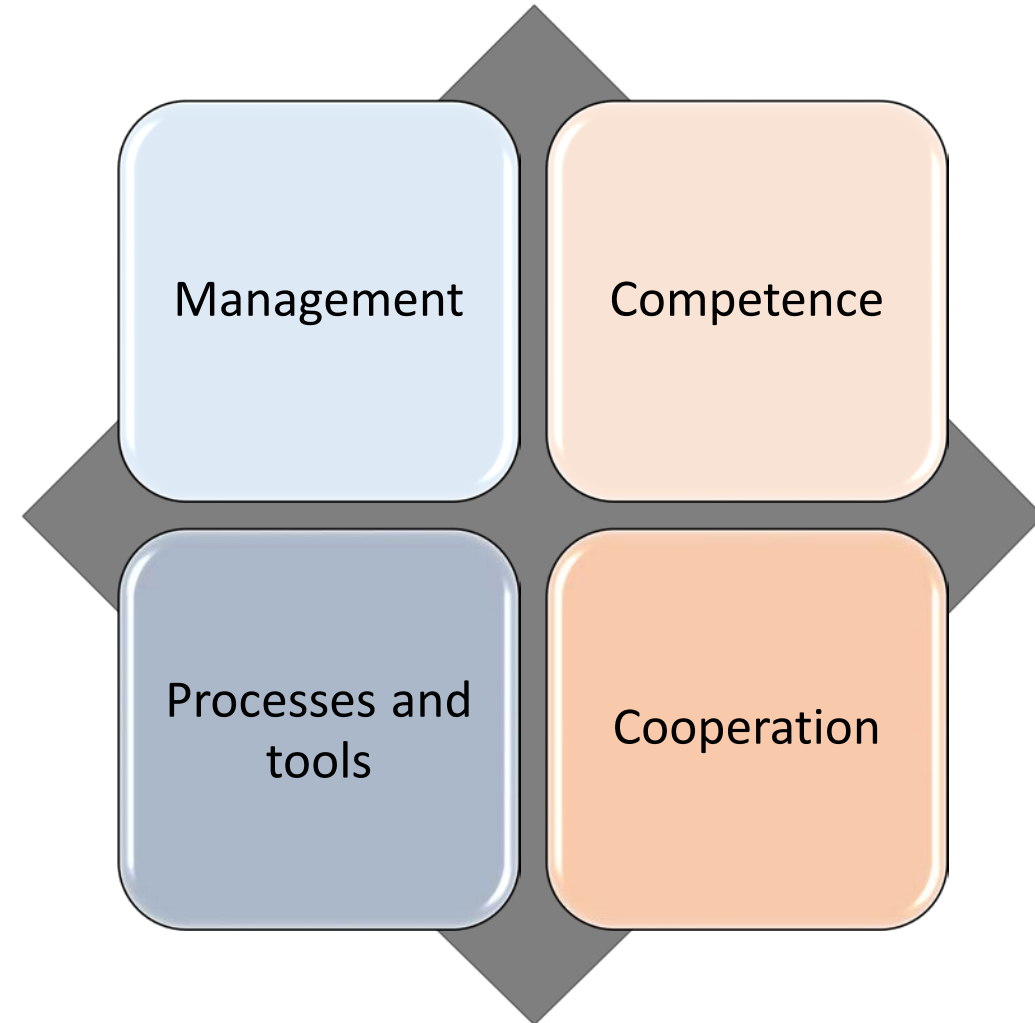
- Changes in work ability of employees were recognized at an earlier stage
- Use of services, means and benefits became more diverse

Cooperation

- Cooperation improved both between and within organizations
- Cooperation increased over organizational boundaries

Processes and tools

- The service process became more clear
- New tools were taken into use



Disability (unemployment) payment category

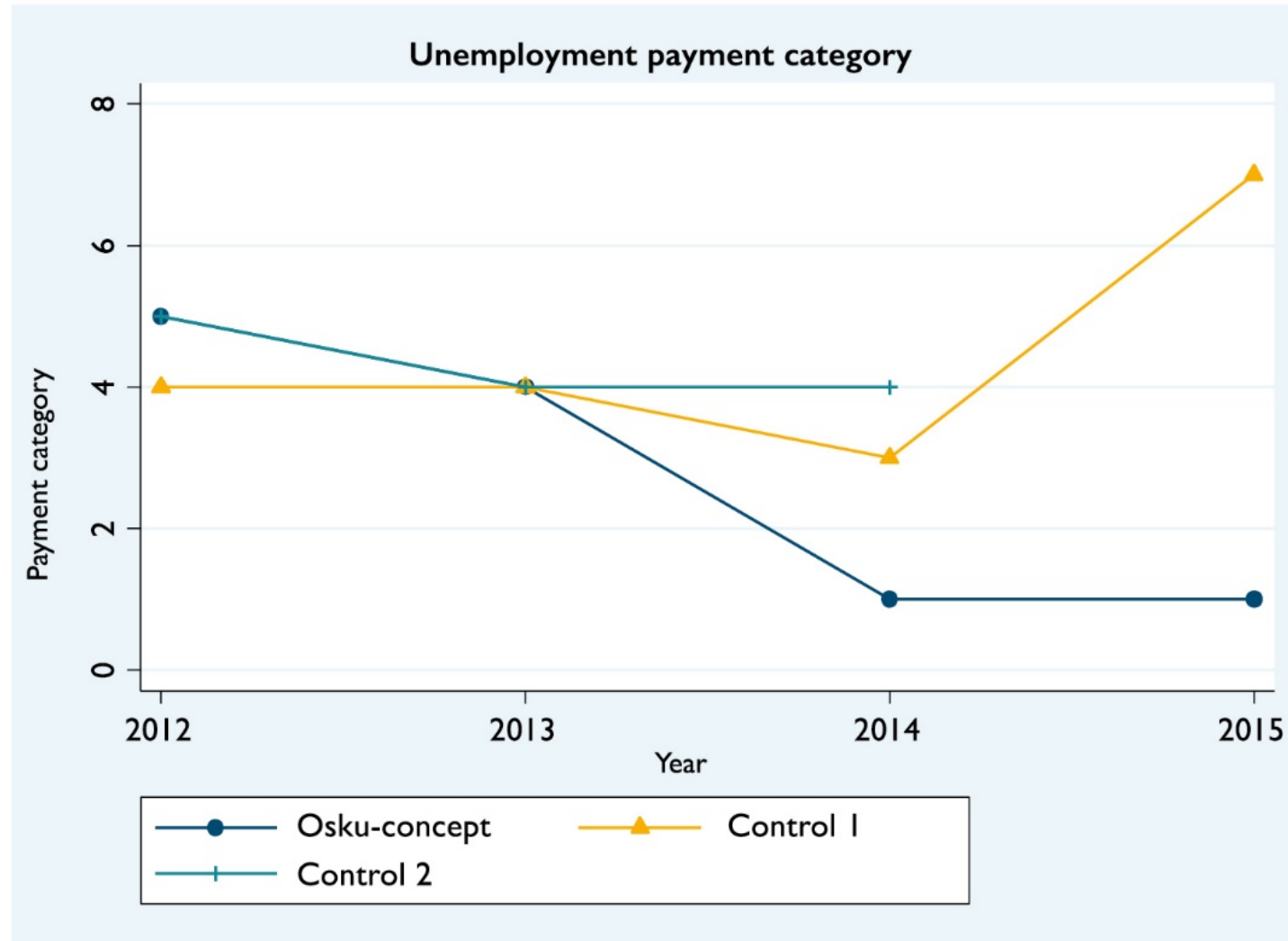


Figure 12. Disability payment category in the private organizations 2012–2015.

Facilitators and barriers to work participation of persons with partial work ability

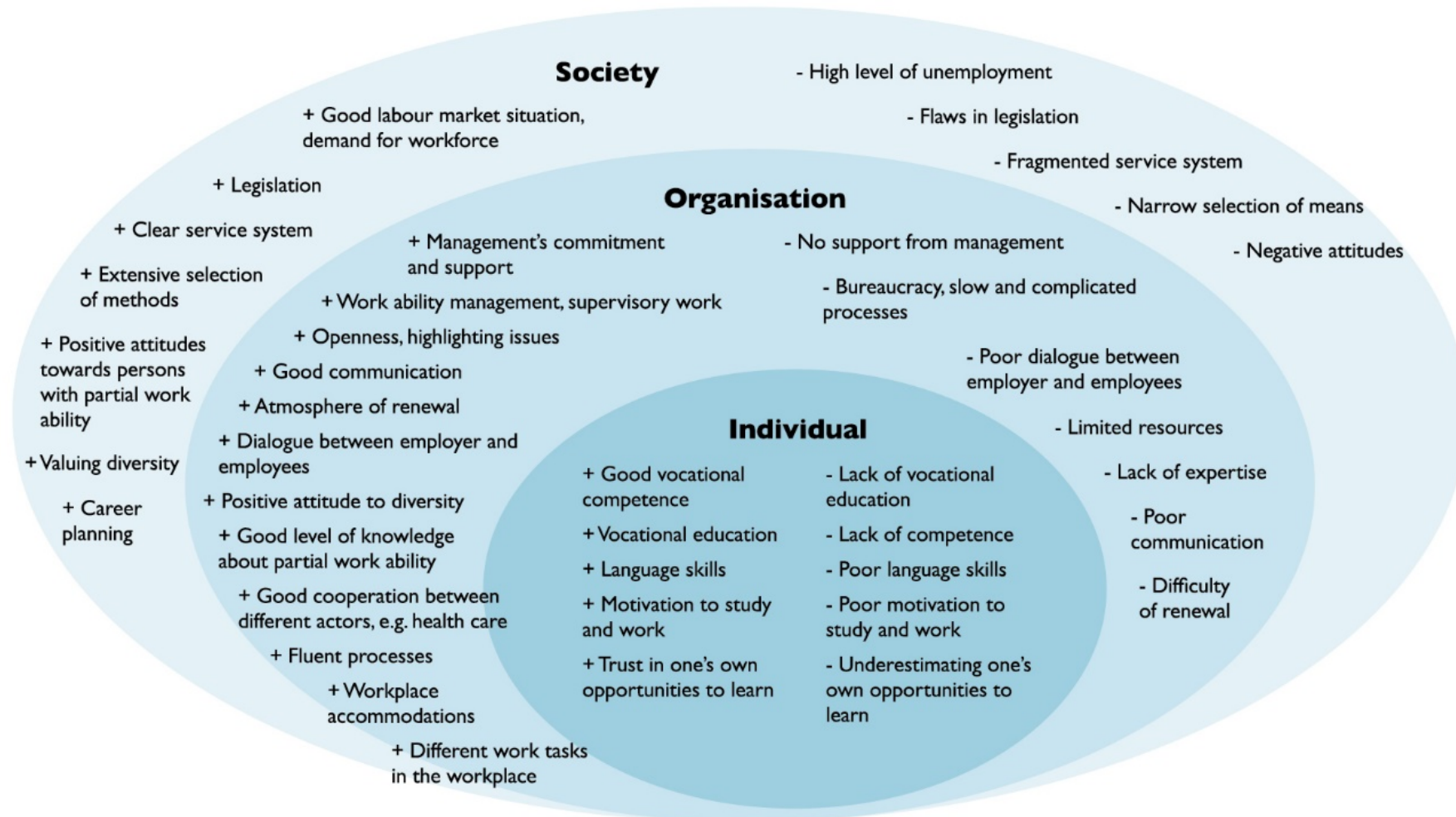


Figure 4. Facilitators and barriers to work participation of persons with partial work ability.

How did the persons benefit?

Collaboration with the work ability coordinator

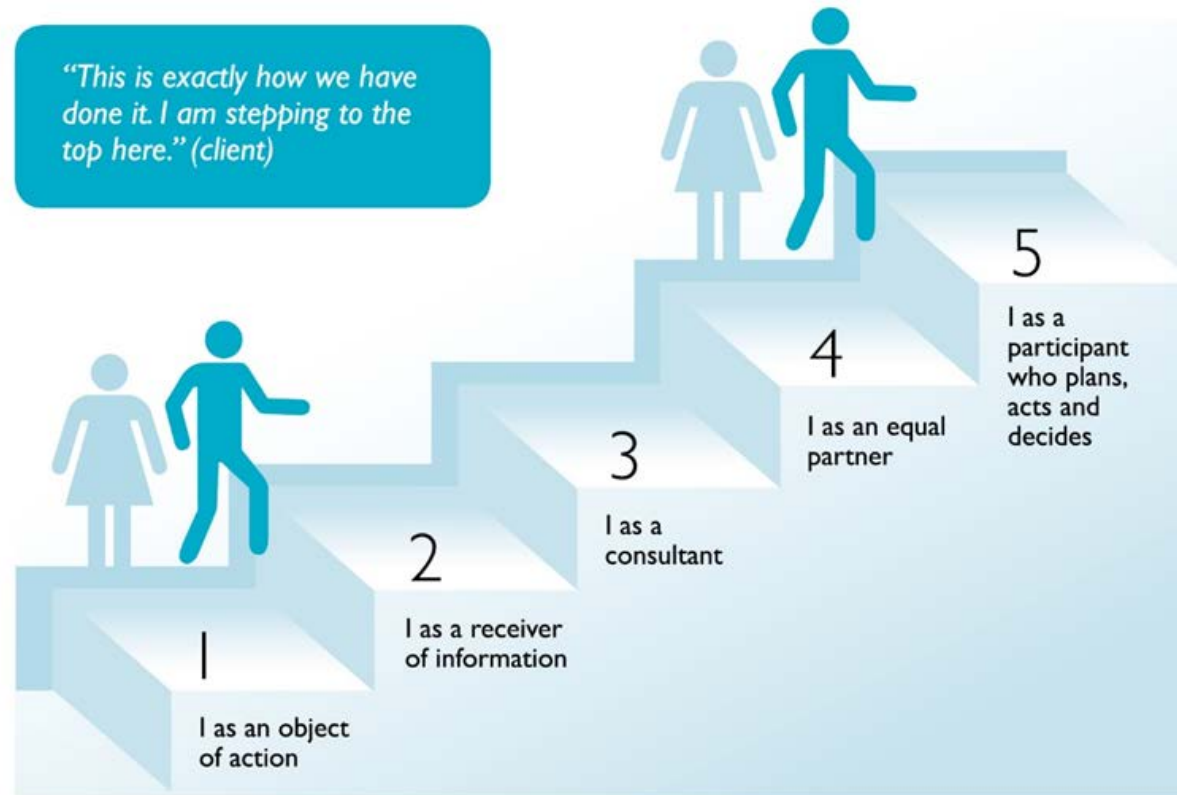


Figure 3. The client's perception of participation in the collaboration with a work ability coordinator (adapted from Arnstein 1969).

- The clients described the collaboration with the work ability coordinator as democratic, confidential, solution oriented and mainly correctly timed
- The clients felt that they were included in the process of creating their opportunities

Case Matias

- 20-year-old student, moderate brain injury due to a traffic accident at age of 12 years
- Different rehabilitation measures i.e., a six-month work trial in a pharmacy
- Matias will qualify as a pharmaceutical technician in spring 2016

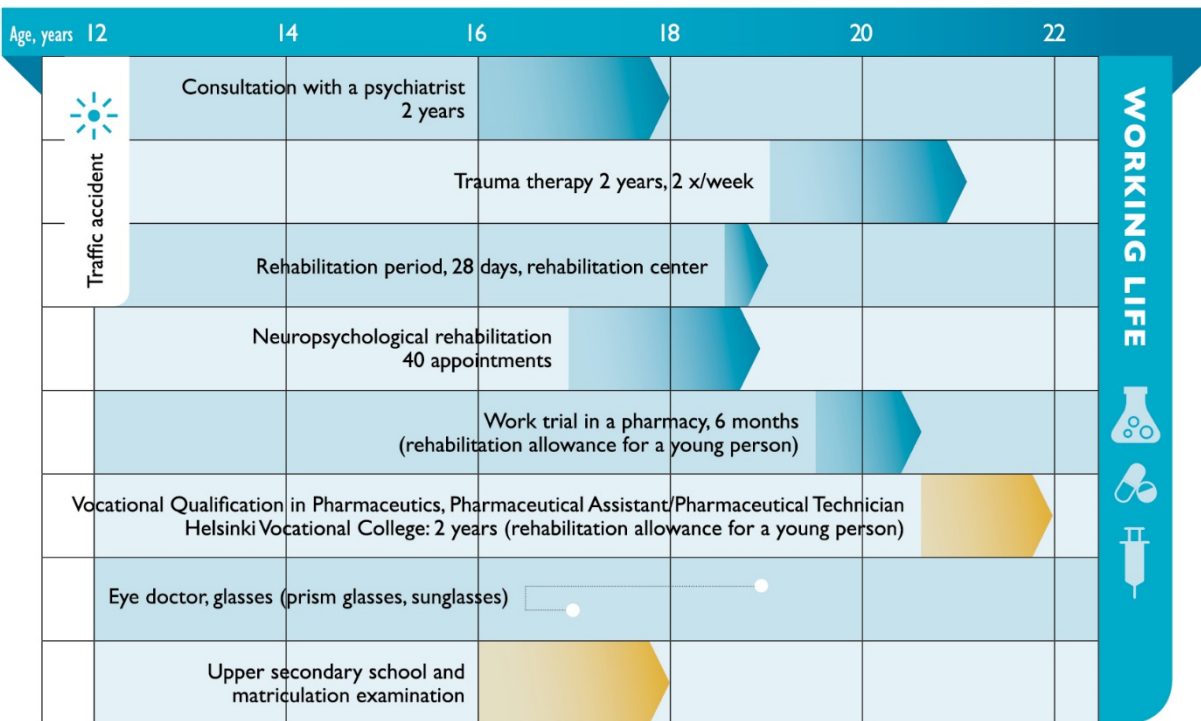


Figure 20. Services, means and benefits received by Matias during 10 years.

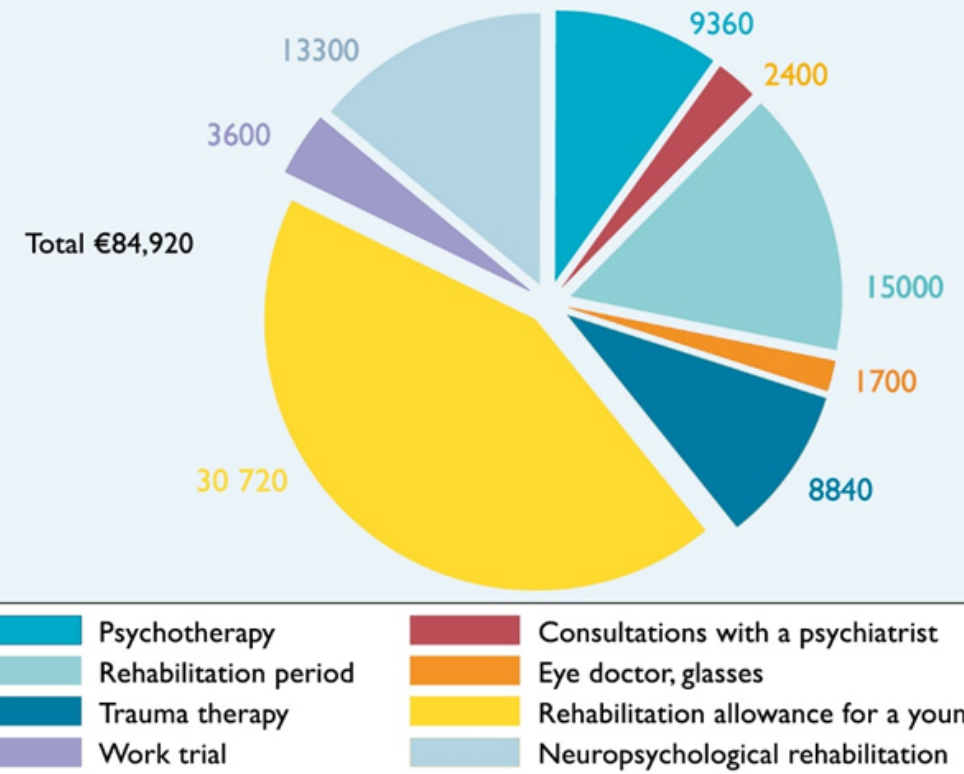
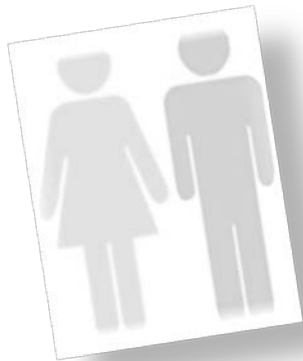


Figure 21. The costs of support measures received by Matias (information from the Motor Insurer's Centre)

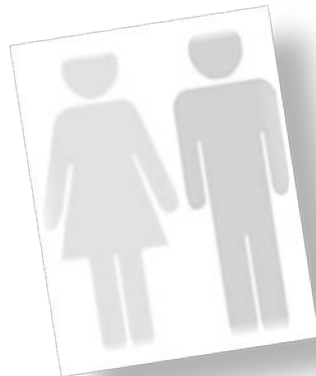
- The total costs of support measures are 85 000 €
- If Matias worked full-time as a pharmaceutical technician, he will earn about 720 000 € during the whole career
- The income tax will be about 140 000 € during the whole career

Conclusions

- The new concept was successfully implemented as part of the operations of the employment offices, the workplaces' HR management, occupational health services, and an educational institute
- The pilot organizations developed several good practices to support the employment and work participation of persons with partial work ability



Employment office



HR management



Occupational health
services



Educational institute

Finding the right tools

Guide for people with partial work ability



People with
partial work ability
in working life

Practical examples of how to get support or apply for benefits:

- Work trial
- Wage subsidy
- Workplace accommodations
- Subsidy for arranging working conditions
- Partial sickness allowance
- Partial disability pension
- Leaving a disability pension dormant

<https://www.julkari.fi/handle/10024/129574>

Thank You for Your Attention!
For more information, please contact:



nina.nevala@ttl.fi



raija.tiainen@stm.fi



paivi.mattila-wiro@stm.fi