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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 Nevala<sup>1</sup>, Jarno Turunen<sup>1</sup>, Raija Tiainen<sup>2</sup> and Päivi Mattila-Wiro<sup>2</sup>

<sup>1</sup>Finnish Institute of Occupational Health, Helsinki, Finland

<sup>2</sup>Ministry of Social Affairs and Health, Helsinki, Finland







Persons with partial work capacity in working life

## 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

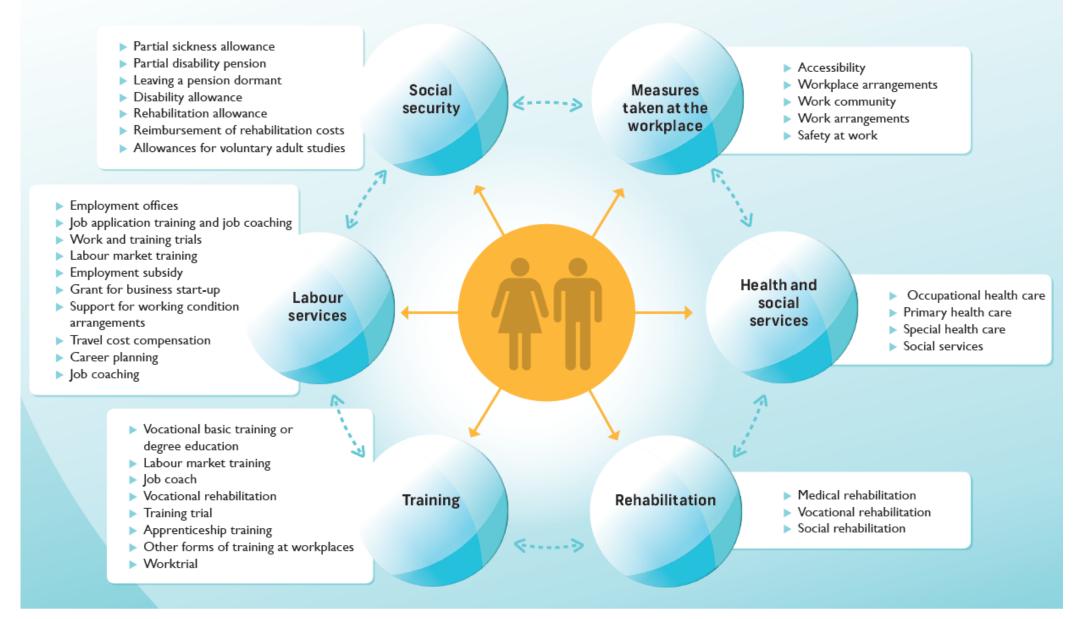
# The objectives of the programme

- 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

#### Osku-concept

#### Solution: the right help at the right time with right means



Responsible: employer or employment office
 Plans the methods to be used: work ability coordinator

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## 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

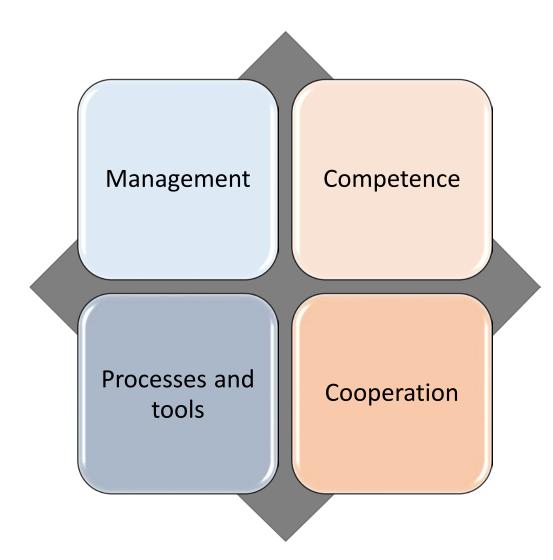
- Changes in work ability of employees were recognized at an earlier stage
- Use of services, means and benefits became more diverse

#### 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

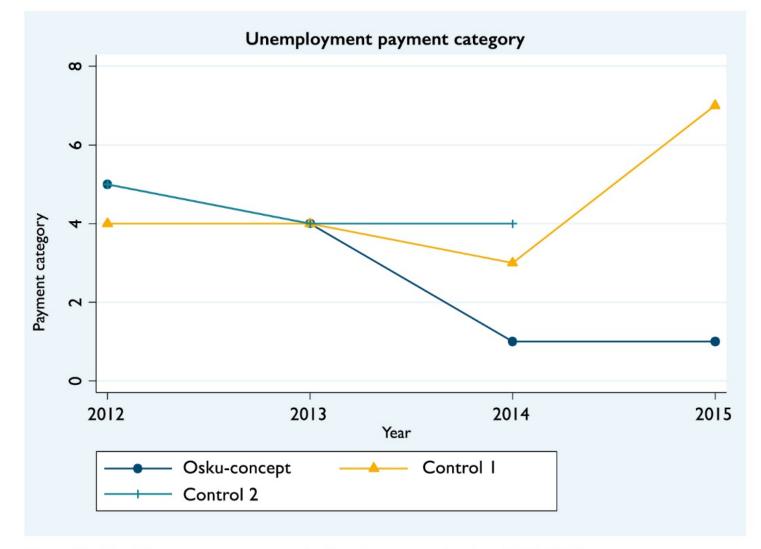


Figure 12. Disability payment category in the private organizations 2012–2015.

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

		Society	- High level of unemployn	nent	
+ Good labour market sit demand for workforce			- Flaws in leg		
			- Fragmented service system		
+ Legislation		Organi	sation	- Narrow selection of means	
+ Clear se	•	ement's commitment	- No support from manage	ement - Negative attitudes	
+ Extensive se of methods		ort agement, supervisory work	- Bureaucracy, slow an processes	d complicated	
<ul> <li>+ Positive attitudes towards persons with partial work ability</li> <li>+ Valuing diversity</li> </ul>	+ Openness, highlightin + Good communication + Atmosphere of renewal	ng issues	- Poor dialogue between employer and employees		
	ty       + Dialogue between employer and employees       Individual         Career       + Positive attitude to diversity       + Good vocational competence       - Lack o education         lanning       + Good level of knowledge       + Vocational education       - Lack o	and	dividual	- Limited resources - Lack of expertise	
+ Career planning		education	ion - Poor of competence communication		
	+ Good cooperation betwee different actors, e.g. health ca	n + Motivation to stud		- Difficulty of renewal	
	+ Fluent processes + Workplace accommodations	+ Trust in one's own opportunities to lear	0	2's	
	+ Different in the work	work tasks kplace			

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

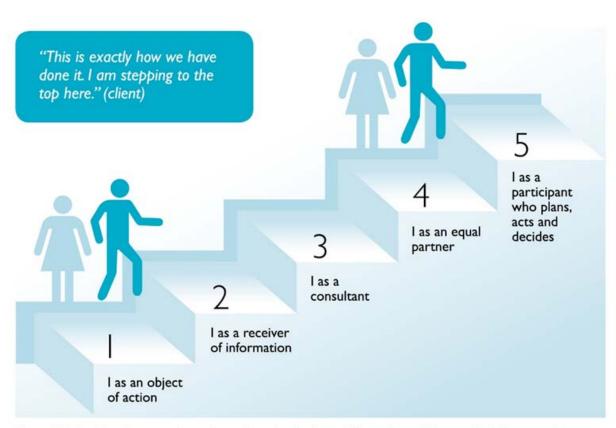
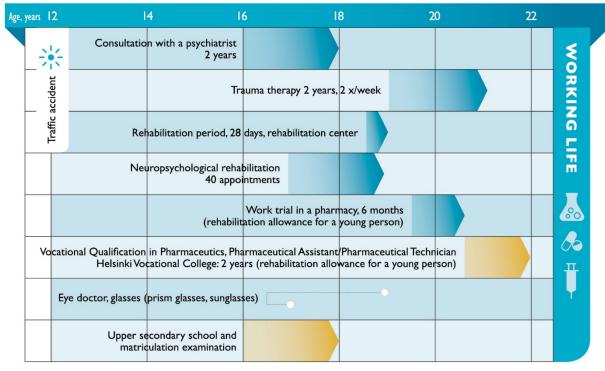


Figure 3. The client's perception of participation in the collaboration with a work ability coordinator (adapted from Arnstein 1969).

- 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



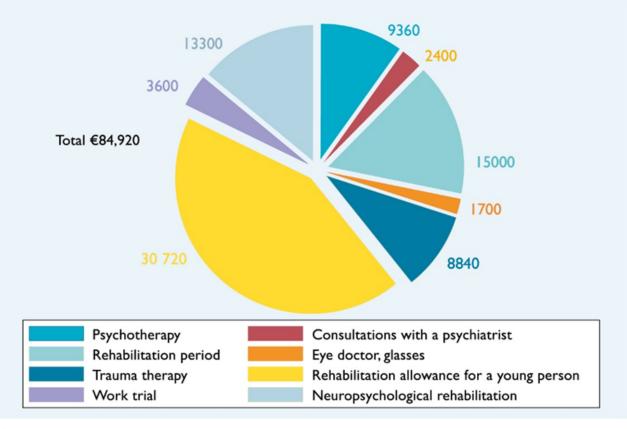


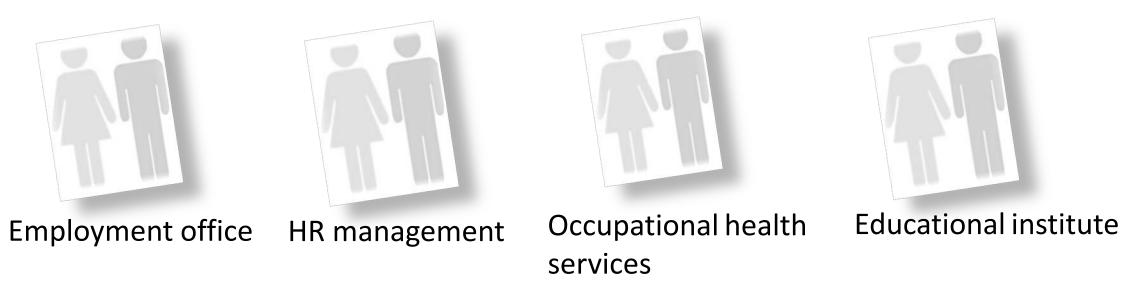
Figure 21. The costs of support measures received by Matias (information from the Motor Insurer's Centre)

- 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

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

## 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



# Finding the right tools

Nina Nevala

Mirkka Vuorento

Guide for people with partial work ability



MINISTRY OF SOCIAL AFFAIRS AND HEALTH

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