

# Norway

*the sick-leave system and RTW interventions*

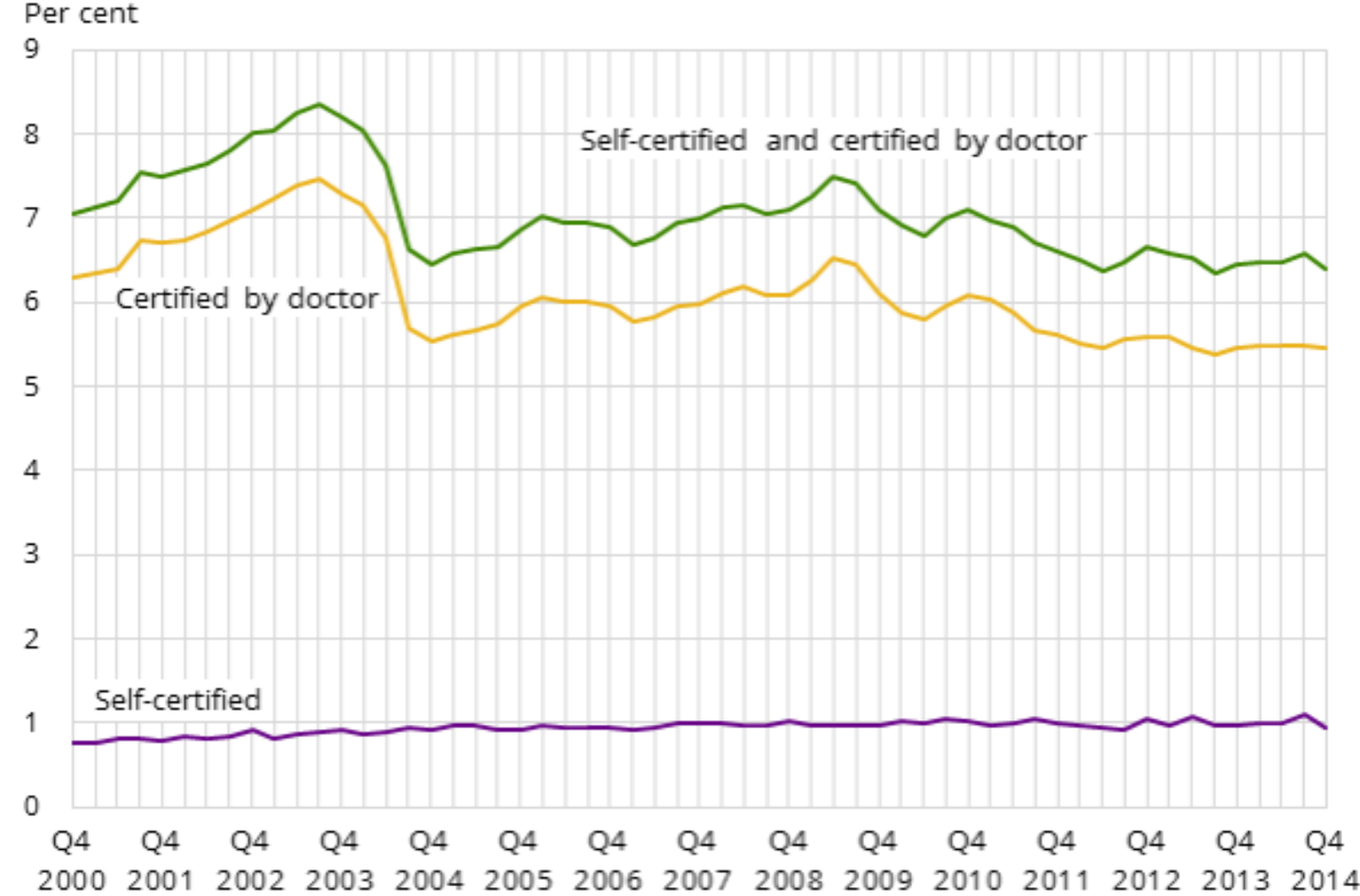
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arbeid<sup>og</sup>helse.no

Nasjonal kompetansetjeneste for  
arbeidsrettet rehabilitering

Figure 1. Seasonal- and influenza adjusted sickness absence rates, by type of certification



Source: Statistics Norway.

## **Certified sick-leave:**

5-6% of total working days

## **Work assessment allowance:**

4-5% - more than 150.000 individuals

## **Disability pension:**

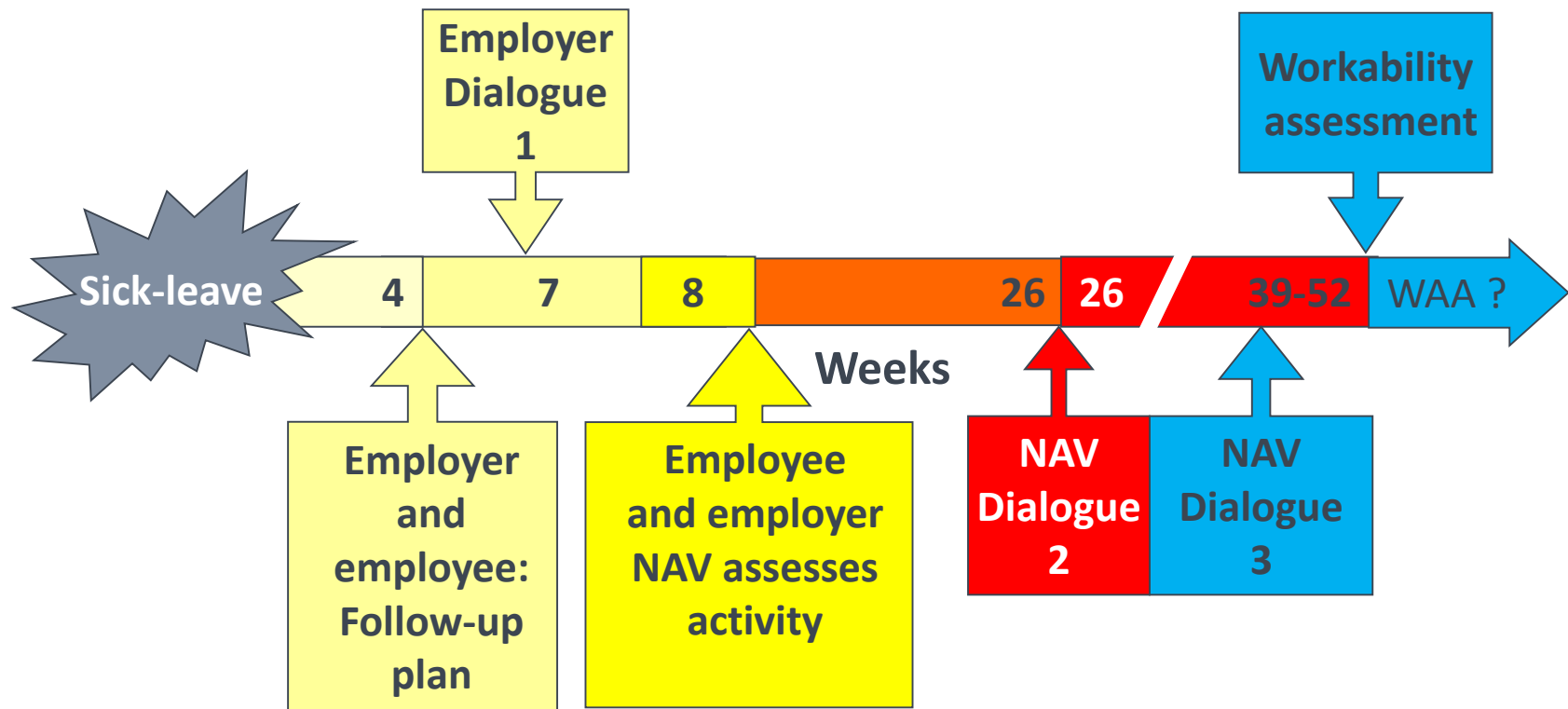
9-10% - more than 300.000 individuals

**NAV** is the Norwegian Labour and Welfare Administration since 2006.

(Former social-, employment- and social security services)

The local authorities (municipalities) and central government cooperate through 456 NAV offices in municipalities and city boroughs.

## Sick-leave



## Work assessment allowance

Health-related disability benefit.

- WORKABILITY ASSESSMENT  
(Workability reduced by at least 50%)
- 2/3 income compensation.
- Max. 4 years.

### ACTIVITY PLAN

- Requires participation in RTW activities, medical treatment or rehabilitation.
- Follow-up by NAV.

# Workability

Determined by health, skills,  
education, workplace factors,  
social factors, etc.

# Numerous efforts to facilitate RTW

- NAV: health-related benefits and RTW follow-up.
- 2001: The agreement of a more inclusive working life (IA-avtalen)
- 2007: “a faster return” (raskere tilbake ordningen)
- Specialist healthcare-occupational rehabilitation

# NAV

- “faster return” programs:
  - Follow-up
  - Work trials
  - Occupational rehabilitation
- Graded sick-leave
- Psychological treatment
- Financial support to employer or employee
- Occupational training



# Occupational rehabilitation

NAV  
»faster return»

or

Specialist  
healthcare

- Tailored to individual needs
- Activities to enhance motivation and self-efficacy
- Simulated or supported work activities
- Contact with working life
- Lifestyle guidance

Outpatient (max 12 weeks)

Inpatient (3-4 weeks common)

# Public healthcare clinics

Outpatient

- «faster return» programs, great variability
- Often programs for specific diagnoses

# Private institutions

# Out- and inpatient

referred by NAV or  
general practitioner

## Example Helse Sør-Øst

- 12 institutions with «fast return» programs
- 4 institutions with specialist healthcare programs

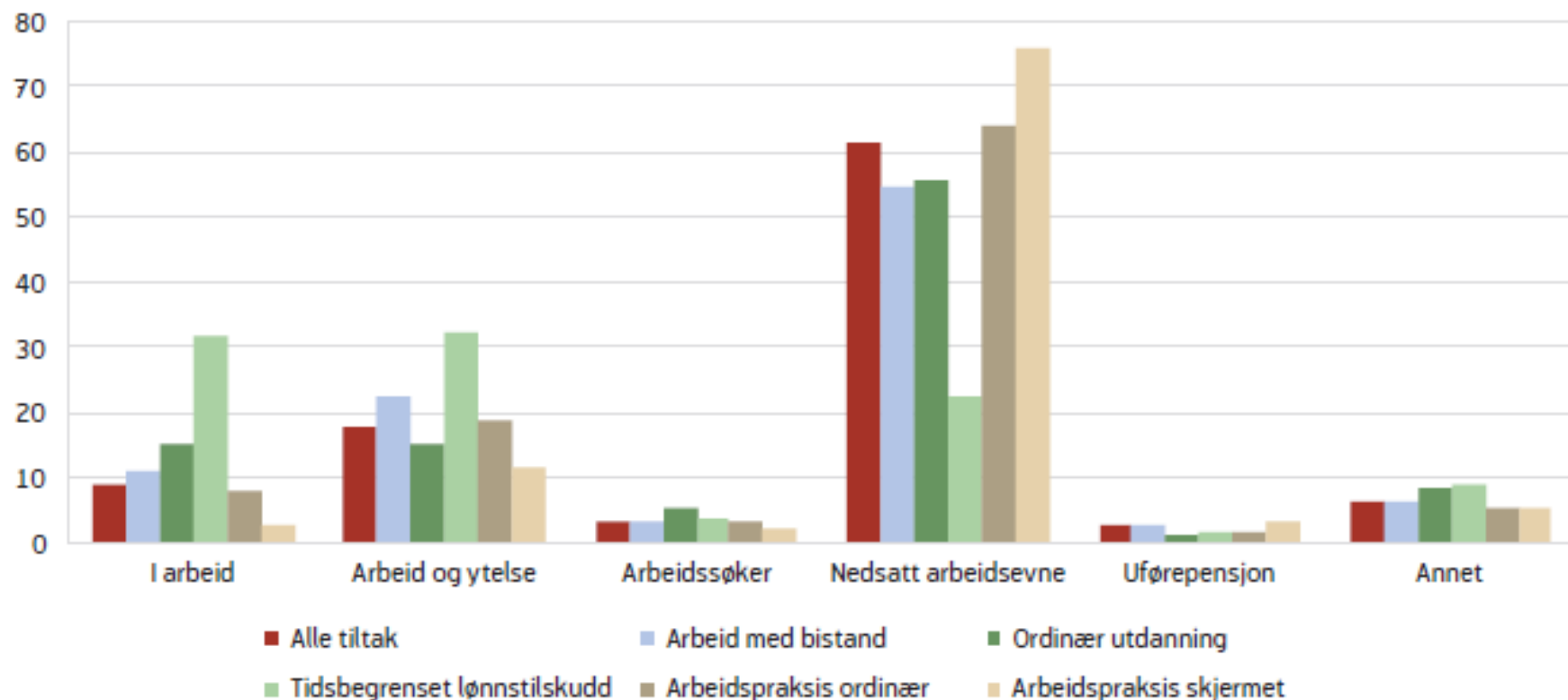
## Results

- Based on reports from clinics:
  - Increased RTW
  - Better self-rated health
- National monitoring initiated

## Effects

- No randomised studies with control group

**Figur 2. Personer med nedsatt arbeidsevne som hadde avgang fra arbeidsrettede tiltak i løpet av 2013. Status seks måneder etter. Prosent**



Kilde: NAV