

How can primary care succeed in involving the employer in the rehabilitation of stress-related disorders?



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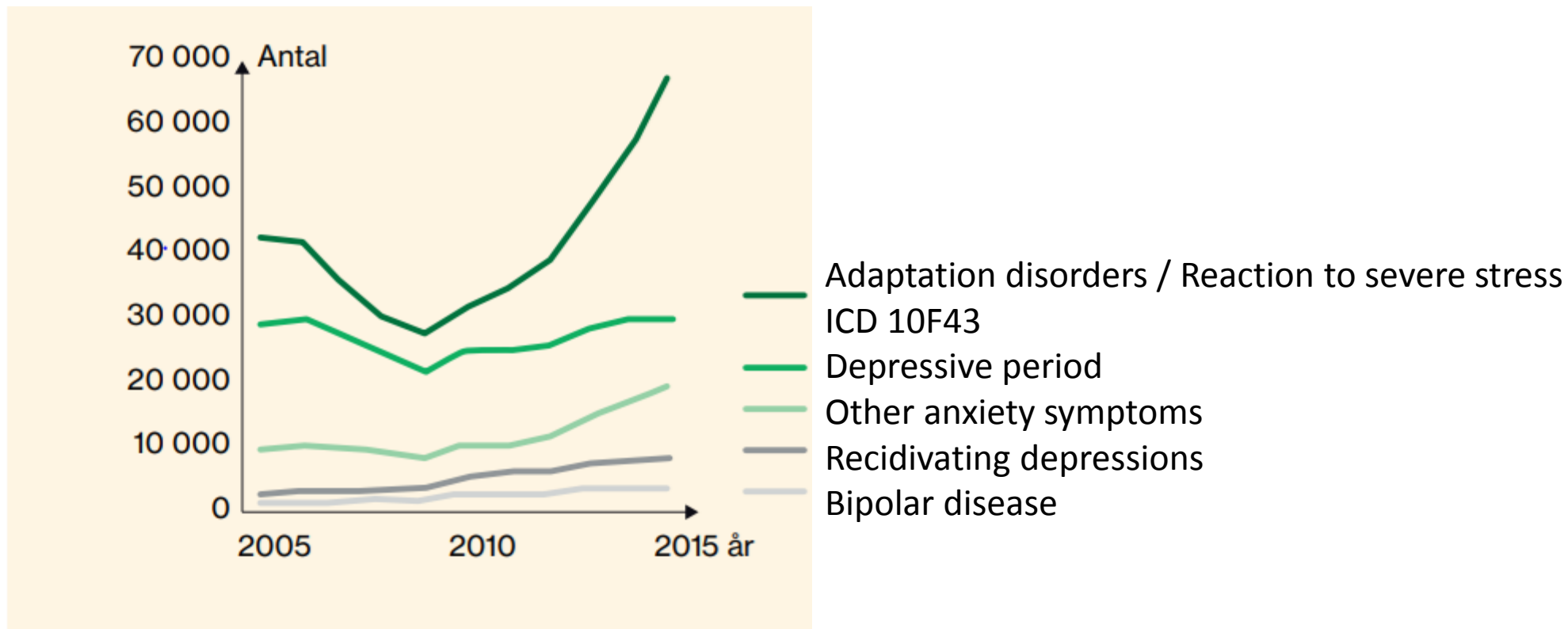
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New cases on sickness benefit by psychiatric diagnosis



Source: Försäkringskassan, Psykisk ohälsa, Korta analyser 2016:2



EDÖMNINGAR, ÅTGÄRDER

Working conditions
**Burnout in the workplace:
A review of data and
policy responses in the EU**

Redaktörer
Kerstin Ekberg
Mona Eklund
Gunnel Hensing



Work 59 (2018) 3–13
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IOS Press

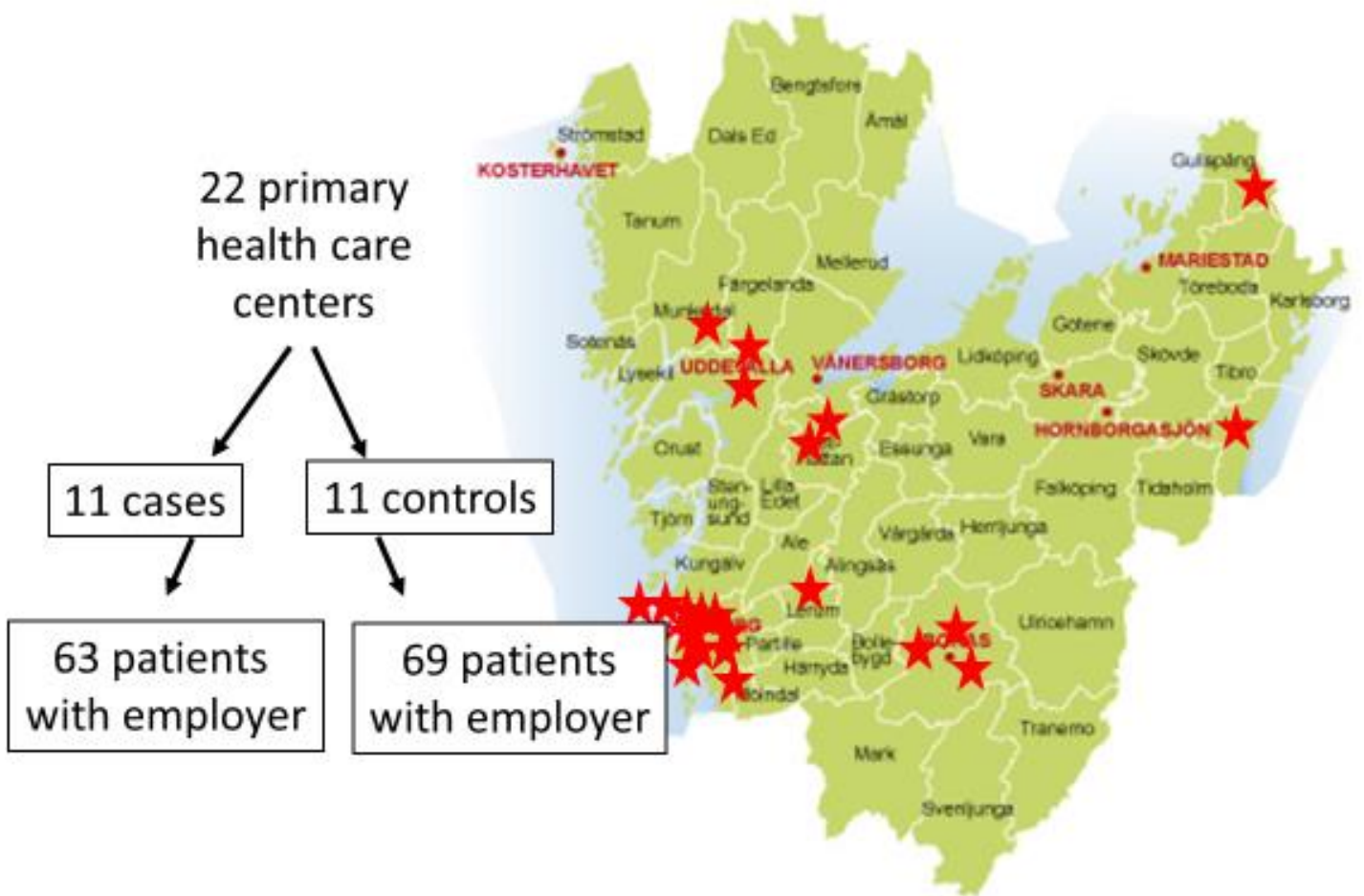
Review Article

Focusing on employment in primary mental health care: A scoping review

Kirk Reed* and Halina Kalaga
Department of Occupational Science and Therapy, Auckland University of Technology, New Zealand

En kartläggning av förutsättningar för arbetsplatsnära insatser inom ramen för rehabiliteringsgarantin

Slutrapport



FORTE!

Forskningsrådet för hälsa, arbetsliv och välfärd

PRIMA 

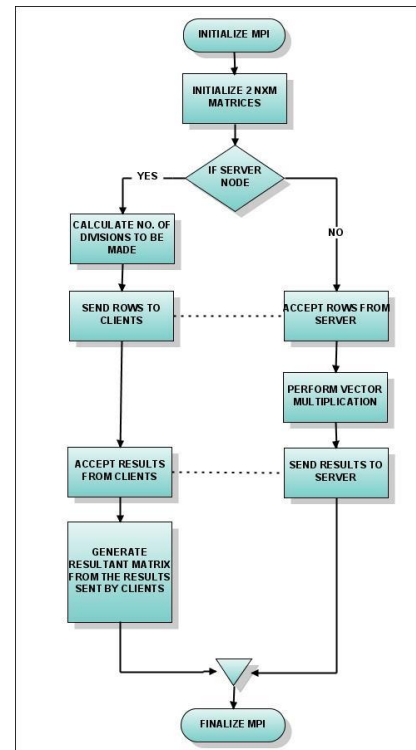
primärvård för arbetsåtergång

The intervention

One day training
for GPs and coordinators



Work procedure



Support line



Protocol: Björk et al. (2018) *Involving the employer...* BMC Public Health 18:838

Research questions

The RCT:

Does the intervention promote return to work at 3, 6, 12 and 18 months, compared to the control group?

The process evaluation:

How did the intervention 'fit' to its environment? What factors characterize health care units which successfully implemented early employer involvement as compared to those who failed implementation?

		Depression		
Hospital Anxiety and Depression Scale (HAD) >10	PRIMA		58 %	
	KART (working population)		4 %	
	STRIP (primary care population reporting stress)		19 %	
	ISM (clinical population with exhaustion disorder)		37 %	
			Anxiety	
	PRIMA		58 %	
	KART (working population)		12 %	
	STRIP (primary care population reporting stress)		45 %	
Shirom-Melamed Burnout Questionnaire (SMBQ) > 4	ISM (clinical population with exhaustion disorder)		67 %	
	PRIMA		88 %	
	KART (working population)		18 %	
	STRIP (primary care population reporting stress)		54 %	
	ISM (clinical population with exhaustion disorder)		92 %	

69 % want to return to their workplace after sickness absence

51 % want to return to their workplace, despite remaining symptoms

43 % perceive their current work ability in relation to *the physical requirements* of the job as fairly to very bad

90 % perceive their current work ability in relation to the *psychological requirements* of the job as fairly to very bad

Compatibility

- how the intervention fits with existing workflows and systems



“... the medical team needs to talk about how they can involve me, and we need some kind of checklist, but we are not there yet.”

Rehabilitation coordinator



"[...] the rehabilitation coordinator is absolutely necessary I would say, for the mission we have now [...] if it would only fall on us doctors... that just wouldn't work! The employer contact... “

General Practitioner

Source: Damschroder et al (2009) Fostering implementation..., Implementation Science 4:50

Relative priority

- shared perception of the importance of the implementation within the organization



“It was perhaps unfortunate to join the project because it was a high... a huge workload on the staff at the time. We didn’t have time to pass on information to the new staff. “

Rehabilitation coordinator



"[...] when we started we were a stable group of people that had worked together for many years, [...] And that was when we recruited most patients after all.“

Manager & General Practitioner



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New Ways

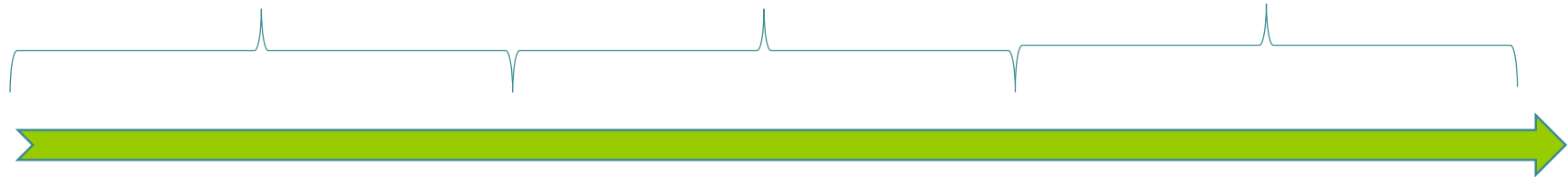
epso.gu.se/newways

Project overview

2016

2017

2018



Recruitment of
health care
centres

Pre-intervention
interviews

Implementation, patient
recruitment and data collection

Post-intervention
interviews

Analysis

Planning the
intervention