



Work-related mental disorders in the workplace and in the Workers Compensation System

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Stressforskningskonferencen 2018

KØBENHAVNS UNIVERSITET



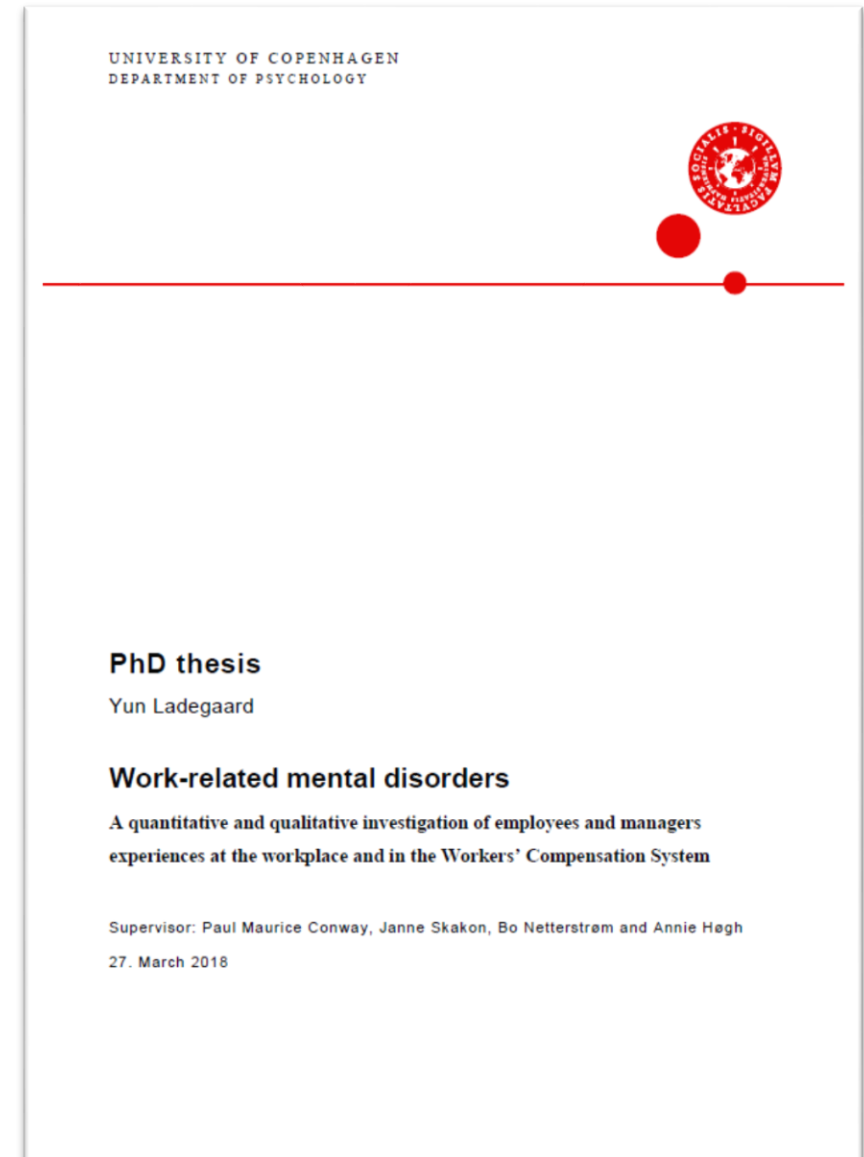
PhD thesis

Work-related mental disorders

A quantitative and qualitative investigation of employees and managers experiences at the workplace and in the Workers' Compensation System

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[https://www.researchgate.net/publication/327777725 Work-related mental disorders A quantitative and qualitative investigation of employees and managers experiences at the workplace and in the Workers' Compensation System](https://www.researchgate.net/publication/327777725_Work-related_mental_disorders_A_quantitative_and_qualitative_investigation_of_employees_and_managers_experiences_at_the_workplace_and_in_the_Workers'_Compensation_System)



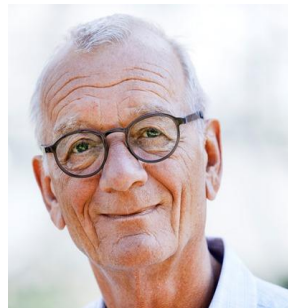
Project Workers Compensation System 2013-2018



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Ph.d.



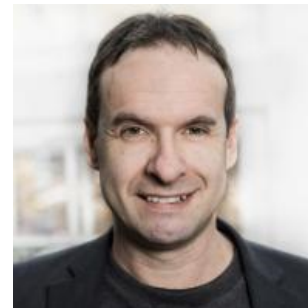
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Professor



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Professor

Contributing organisations and persons

- The Danish Labour Market Insurance
- Danish Working Environmental Authority
- All occupational medicine departments in Denmark
- Danish municipalities
- Trade unions
- Employer organisation
- Law firm
- Experts ex. Henrik Kolstad and a member of the Board of Industrial Injuries Jane Frølund Thomsen

Financed by the Danish Work Environment Fund, 2013 -2018

Aim

- To explore the experiences of employees with notified work-related mental disorder in the workplace and Workers' Compensation System.

Definition: Work-related mental disorder

A mental disorder that can be attributed at least partly to adverse working conditions

Work-related mental disorder is **not** equal to an occupational mental disorder recognised in the Workers' Compensation System

ICD-10

F 43.0 acute stress reaction

F.43.1 Post traumatisk stressreaktion

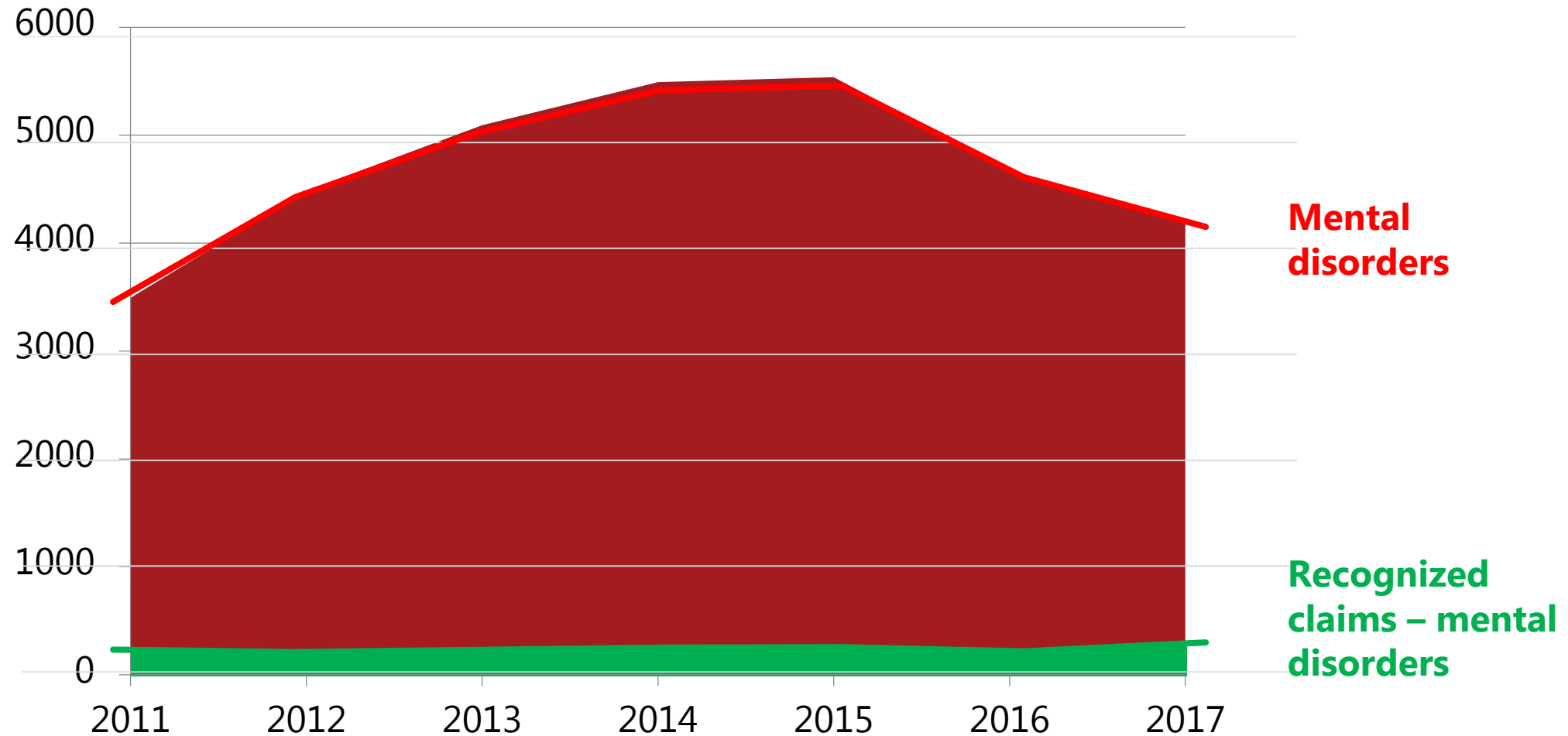
F 43.2 adjustment disorders

F32 and F33 depression

F 62.0 disorders of personality and behaviour

+ Stress symptoms registered by the Occupational Medicine Department or the Labour Market Insurance

Workers compensation claims – Occupational mental disorders in Denmark



Workers compensation claims

Increasing the risk of work disability Kolstad et al. Scand. J. Work. Environ. Health. (2013)

Worse prognosis Teasell. The Clinical Journal of Pain (2001), Rasmussen et al. Scand. J. Rheumatol. (2008), Jensen et al. Spine J. (2010)

Worse recovery B. J. Gabbe et al. Med. J. Aust. (2007)

Health-related job losses Haahr et al. J. Occup. Rehabil. (2007)

Mental health of people involved in compensation claims is less likely to improve (accidents) Murgatroyd et al. PLOS ONE (2015)

Proces in the Workers Compensation System



Claim process 😞 Cotti et al. Med Law. (2004), Grant et al. JAMA Psychiatry (2014), Elbers et al. Injury (2011)

Justice (experienced) health + quality of life Elbers et al. BMC Public Health (2016), Elbers et al. Injury (2011)

Healthcare providers + - Kilgour et al. J Occup Rehabil (2015)

Secondary gain Shuman, Psychol Public Policy Law. 2000

Administrative hurdles – higher mental health complaints Elbers et al Social Science Research Network (2012)

Interaktion with eg. Insurance agents – negative effect on recovery Kilgour et al. J Occup Rehabil (2015)

Process at the workplace



Return to work depends on the workplace

Franche et al. J. Occup. Rehabil. (200)

Better help with physical than mental diseases

Munir et al. Int. J. Rehabil. Res. (2005)

Employers – difficult/reluctant to modify work

Eurofound & EU-OSHA (2014)



Good communication Between manager and employee

Johnston et al. J. Occup. Rehabil. (2015)

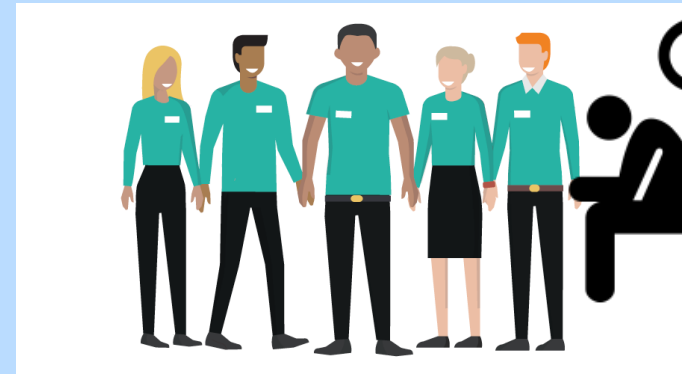


Manager important stakeholder in RTW

eks. Borg et al. NFA (2010), Hjarsbech et al Disabil. Rehabil. (2015), Aas et al. J. Occup. Rehabil. (2008)

Lack of changes – reluctant to return ↓

Andersen et al. Scand J Work Environ Health (2012)



Managers find it difficult

Eg. Aas et al. Occup. Rehabil. (2008), Coole C, J. Occup. Rehabil. (2013) Nieuwenhuijsen Occup. Environ. Med. (2004)

Social support

Borg et al. NFA (2010)

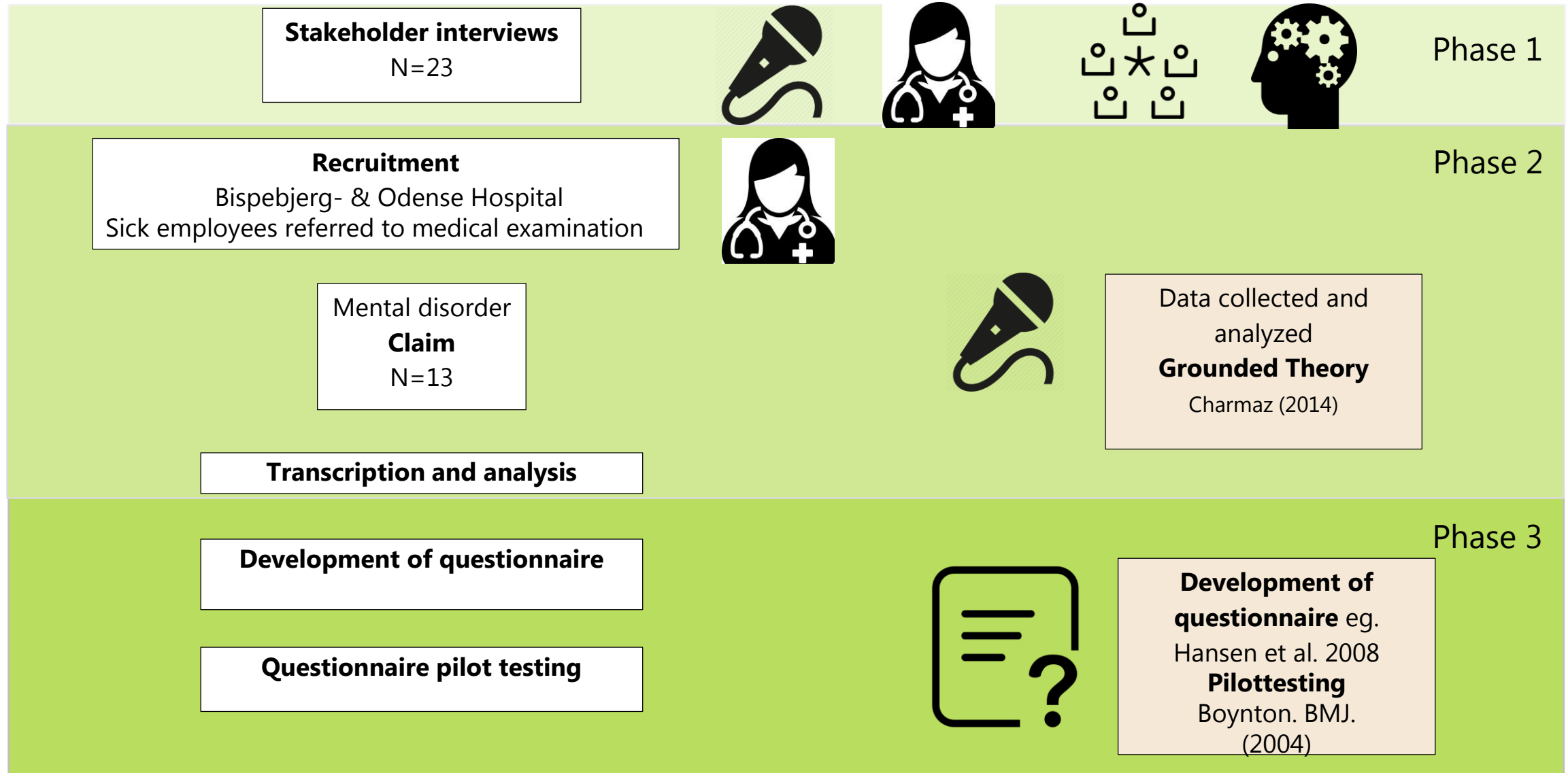
Conflicts with the manager (relapse)

Arends et al. Social science and Medicine (2014)

Interaction between workplace and compensation system



Data collection



Data collection

Phase 4

Randomized selection from the Danish Labour Market Insurance

Employees with notification in 2010-2012

Mental disorder

Recognized claim N=321

Rejected claim N=400

Response rate

60.5 %

N=436

Responses

Chi² tests

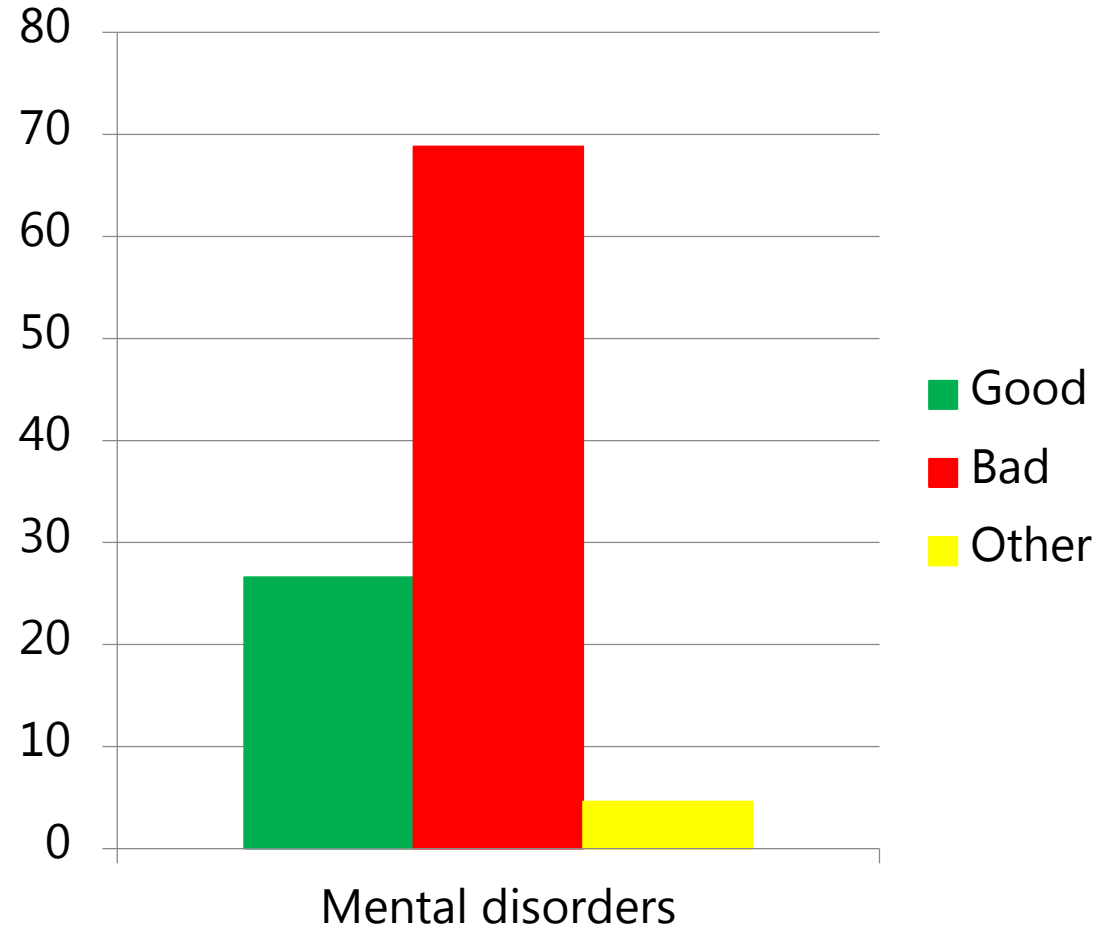
Open respond category

analyzed with open and selective coding

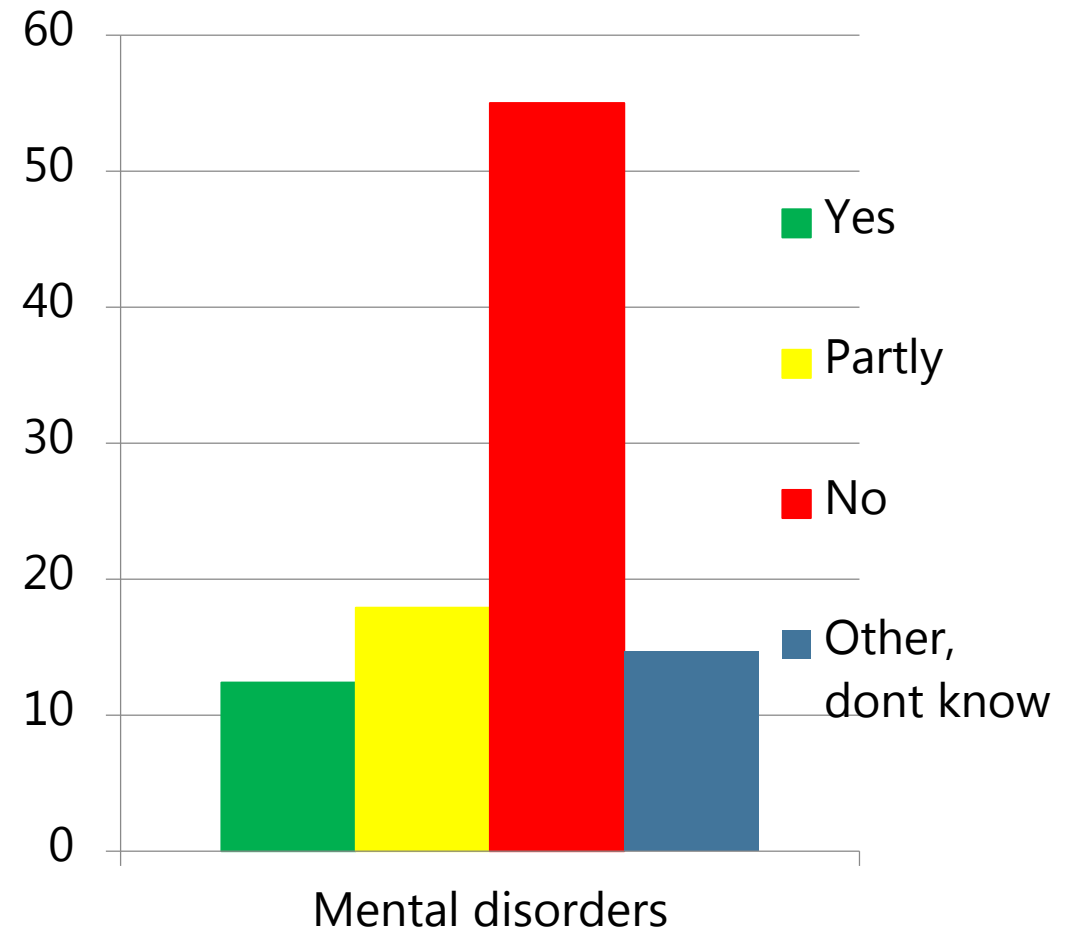
Charmaz (2014)



How did your workplace handle the process when you became sick? (N=436)



Were any changes made to your working environment as a result of your disorder? (N=436)



Preventive initiatives? (N=436)

Prevention in the work environment was an important aim behind the claims for **51 %**

8 % reported inspections from the Danish Working Environment Authority



How significant were the following people at your former workplace during the process of getting sick and having a workers' compensation claim? (N=436)

	Positive	Neutral	Negative	Not involved /other answers
Top management	12 %	17 %	47 %	25 %
Line manager	19 %	15 %	52 %	14 %
Union representative	24 %	20 %	16 %	41 %
Health-and-safety representative	12 %	20 %	17 %	51 %

Return to work

46 % to early return to work

Only 23 % where employed at the same workplace 2-4 years after the claim

39 % was unemployed 2-4 years after the claim

The Workers Compensation System (N=436)

Only 22 % felt adequately informed about the workers' compensation process

46 % found the compensation schemes where **hard to fill out**

18 % reported that the process in relation to the workers compensation claim had **hindered or delayed return to work**



Employees experienced an individualised focus in the systems

'I sort of think they're [the Workers' Compensation System] spending more time trying to find out if there might be other things causing the problem, than they are actually looking at the problem... Why don't they go out and look in the workplace, why aren't they out looking at how things are going there? If you don't believe me, just drive out and have a look... you spend half a day there and you'll realise what's going on... It's like I constantly have to explain something about myself or have to prove something, I have to dig up stuff about my past ... I think it is tough.'

(Undertaker, Funeral Company, private sector)

Conclusions and recommendations from the PhD Thesis



Interactions between the legislative/insurance system and workplace must be strengthened so information about psychosocial hazards can be used to systematically prevent work-related mental disorders. Workers' compensation claims can be a valuable source in this matter.

Organisations should provide support for line managers and ensure the involvement of relevant stakeholders with high-level competences.

The workers compensation system should be improved to insure that the process is not harmful for the employees

Read more

www.arbejdsskadesystem.dk

Thank you



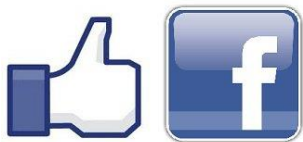
Psykologyun
@psykologyun

Startside

PSYKOLOG YUN

Forskning & vidensformidling

Vidensformidling: Arbejdsrelaterede psykiske lidelser - Arbejdsskadeanmeldelser - Evidensbaseret ...



Follow the research on Facebook

A: sundhed Medarbejdere med psykiske arbejdsskader bliver svigtet

8. marts 2016 kl. 1:00 | 3 kommentarer



Der er alvorlige problemer med det psykiske arbejdsmiljø i danske virksomheder, og det står ligeså grek til med indsatsen, der skal gøre noget ved sagen, viser ny KU-forskning. (Colourbox)

FORSKNINGSFORMIDLING: Problemerne er alvorlige, men ofte formår hverken Arbejdstilsynet, virksomhederne eller arbejdsmiljøuddannelsen at håndtere psykiske arbejdsskader, viser ny forskning fra Københavns Universitet.

Af Yun Ladegaard

Projektleder og forsker i arbejds- og organisationspsykologi ved Institut for Psykologi,



UGEBREVET A4

Psykisk arbejdsskadede søger forgæves efter oprejsning - UgebrevetA4.dk 11-05-2016 22:00:46

PINEBÆNK

Psykisk arbejdsskadede søger forgæves efter oprejsning

Af Michael Bræmer | @MichaelBræmer
Torsdag den 12. maj 2016, 06:00

Del:



Det er ikke ønsket om erstatning, der får et hastigt stigende antal lønmodtagere til få deres psykiske erhvervsskade anerkendt. Det vigtigste er, at få fastslået, at det var arbejdet og ikke dem, der var noget galt med, viser ny forskning. Men anmeldelserne afvises i 95 procent af tilfældene.



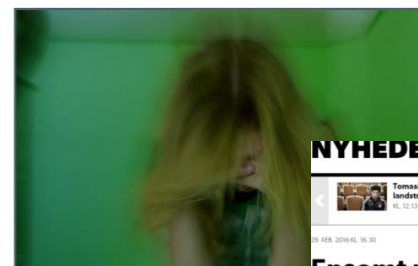
FORSKNINGSRAPPORT
Svigtende kontrol med psykisk arbejdsmiljø



28. FEB. 2016 KL. 06:11

Forskning: For lidt tilsyn, når psyken knækker på jobbet

Mere end 5.000 gange om året får Arbejdstilsynet besked om psykiske arbejdsskader. Men spørger man dem, så sker der efterfølgende alt for lidt, viser undersøgelse.



NYHEDER

Tomasson bliver assistent-landstræner: Et drømmejob
Nykredit sender 600 mio. kr. til vrede: Totalrådvind-kunder
Virksomhed om grønne afgifter: Risiko for et vi-langeomt dør ud

Berlingske

esten alle sager iver afvist

Ensomt mobbe-offer på 62 år

Egil Kristiansen arbejdede for Stryhns leverpostej i næsten tyve år. De sidste år skiftede arbejdspladser til mæretid, da han blev udsat for massiv mobning.

Det sker der med **anmeldelserne** for psykiske arbejdsskader:



Din læge skal sende en anmeldelse af sted, hvis du har fået en sygdom, der kan sættes i forbindelse

TOPHISTORIER
Tomasson bliver assistent-landstræner: Et drømmejob

Nykredit sender 600 mio. kr. til vrede
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