

Return to work (RTW) self-efficacy

Personal factor for workers with a *Musculoskeletal Disorder (MSD) or Common Mental Disorder (CMD)*

Interpretation:

A high RTW self-efficacy has a positive impact on return to work and can reduce the duration of absence of workers with a MSD or CMD.

Proposed measurement tool (★★★):

Self-efficacy for return to work questionnaire – 8 items.

Intended Workers:

This tool was developed to assess workers with a MSD only, and more specifically to **workers with back pain**.

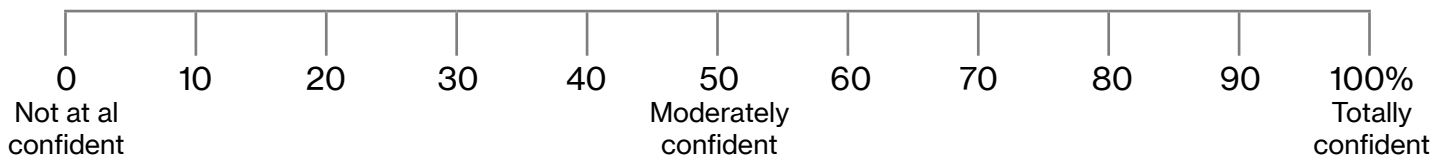
Caution:

This factor can only be evaluated by accredited professionals. Venturing into the evaluation of this factor is therefore prohibited. If you suspect that this factor may be involved, you must rely on the professionals in question. Self-administration or the administration of a questionnaire by an unqualified person may lead to undesirable consequences such as the calculation of erroneous scores and the misinterpretation of results that may result.

However, the elements (items or portion of interview) constituting this tool can provide additional information to other return to work actors or stakeholders, such as the actors from the organization (employer, human resources, supervisor, union representative, etc.). This allows for a better understanding of what the factor implies, which in turn can help to target some more specific elements or needs that would require (1) a possible intervention (using an accredited professional) or (2) adjustments of the organization, especially in terms of prevention.

Self-efficacy for return to work questionnaire (SERW)

Although most individuals on sick leave want to work, some situations make return to work difficult. In order to better understand what kind of context makes return to work difficult for individuals with back pain, a list of specific situations will be listed. For each statement, please rate how confident you are that you can do your work at present when that specific situation is present, referring to the following scale:



How confident are you to do your job ...

.....%	1. when you have a lot of pain?
.....%	2. when your pain level is low?
.....%	3. without the risk of aggravating your existing back pain?
.....%	4. when your employer shows no or minimal effort to adapt your working conditions to your back pain?
.....%	5. when your employer lacks understanding as to your back pain?
.....%	6. when tension is present at work?
.....%	7. when you must work under pressure?
.....%	8. when you have difficulty commuting to work because of your pain?

→ Total score (average of 8 items): ÷ 8 = / 100 (possible range : 0 – 100)

Scoring instructions

Calculate the average of the all score. In other words, calculate the sum of every item score, which give a total score ranging between 0 and 800, and divide it by 8 to obtain a score between 0 and 100 (Richard et al., 2011).

Interpretation of scores

There are different ways to interpret the final score:

1. Score between 0 and 49 = low return to work self-efficacy.
2. Score between 50 and 100 = high return to work self-efficacy.
3. A higher score mean a higher return to work self-efficacy.