

Suitable work ability:

Personal factor for workers with a *Musculoskeletal Disorder (MSD)*

Interpretation:

Suitable work ability has a positive impact on return to work and can reduce the duration of absence of workers with a MSD.

Proposed measurement tool (★★★):

Graded Reduced Work Ability Scale – 5 items (Haldorsen et al., 1998).

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.

Graded Reduced Work Ability Scale

Please select the number that best describes your situation.

	A great deal	A lot	Some	Not much	Very little
1. To what extent is your ability to carry out your ordinary work reduced because of the complaints you are sick-listed for?	1	2	3	4	5
2. To what extent is your ability to do other work reduced because of the complaints you are sick-listed for?	1	2	3	4	5
3. How many of your activities and duties are affected by the complaints you are sick-listed for?	1	2	3	4	5
4. How serious are the complaints you are sick-listed for concerning your well-being and health?	1	2	3	4	5
5. If you continue working, what effect will that have on your complaints?	1	2	3	4	5

→ Final score (sum of 5 items): / 25 (possible range: 5 – 25)

Scoring instructions

To calculate the questionnaire score, add up the scores for the statements. The final score can therefore vary between 5 and 25.

Interpretation of scores

A high score represents greater work ability, which has a positive impact on return to work.