

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 (★):

Item "Current work ability compared with the lifetime best" of the Work Ability Index (Ilmarinen, 2007).

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.

Item “Current work ability compared with the lifetime best” of the Work Ability Index

Assume that your work ability at its best has a value of 10 points. How many points would you give your current work ability? (0 means that you cannot currently work at all)

0	1	2	3	4	5	6	7	8	9	10
COMPLETELY UNABLE TO WORK										WORK ABILITY AT ITS BEST

Scoring instructions

Not applicable

Interpretation of scores

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