

Work accommodations:

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

Interpretation:

Work accommodations have a positive impact on return to work and can reduce the duration of absence of workers with a MSD.

Proposed measurement tool (★):

Two questions from Franche et al. (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.

Questions from Franche et al. (2007)

Workplace accommodations are measures that encompass temporary or permanent modifications to one or more aspects of work to promote a healthy and sustainable return to work (e.g., physical modifications to the workspace, schedule adjustments). These modifications are designed to reduce the gap between an employee's abilities and the demands of his or her job.

1. Have you been offered work accommodation? YES/NO
2. If YES, did you accept the work accommodation offer? YES/NO

Scoring instructions

A single variable with three categories:

1. Not offered work accommodation.
2. Offered work accommodation but rejected the offer.
3. Offered work accommodation and accepted the offer.

Interpretation of scores

An offered work accommodation that has been accepted (category 3) has a positive impact on the return to work.