

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 (★):

Single question (Iles et al., 2020).

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.

Question from Iles et al. (2020)

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.

Is the employer able to offer appropriate tasks? YES / NO

Scoring instructions

Not applicable.

Interpretation of scores

A positive response indicates that working conditions can potentially be improved, which has a positive impact on the RTW.