COPSOQ and work ability in employees working in the public sector

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Aim

- evaluation of the influence of occupational psychosocial factors on the work ability of employees working in the public sector in Flanders
Work ability

● “Work Ability Index” questionnaire
● degree to which a worker is able to do his/her job with respect to work demands (physical and mental), his/her health status and mental resources
● short version
● WAI score: 7-49
● poor work ability: WAI <37
Methods (1)

- cross-sectional questionnaire study
- study population
  - public sector
    - administrative workers, library workers, professional fire fighters, teachers, technical personnel, cleaning personnel, social service, child care, cleaning at home, nursing personnel, nursing at home, kitchen personnel and harbour personnel
  - 1238 subjects (81.0% response rate)
Methods (2)

- dependent outcome variable
  - poor work ability (WAI<37)
- COPSOQ II + ‘degrees of freedom’
- physical workload
- full/part time work, shift work
- need for recovery
- age, gender
- multivariate logistic regression analysis (COPSOQ scales 0 – 10)
Population characteristics

- 68.0% women (n=842)
- Mean age (yrs): 42.5 (SD 10.4)
- Age range (yrs): 19 – 65
- Mean WAI: 41.6 (SD 4.7)
- 12.1% poor WAI (<37) (n=150)
Mean values (SD) (1)

- quantitative demands: 41.3 (19.3)
- work pace: 61.3 (18.0)
- cognitive demands: 59.6 (20.0)
- emotional demands: 44.8 (23.6)
- demands for hiding emotions: 65.4 (18.2)
- role conflicts: 33.8 (19.2)
- job insecurity: 24.7 (26.6)
Mean values (SD) (2)

- degrees of freedom 39.9 (21.0)
- role clarity 76.9 (17.7)
- predictability 56.2 (23.1)
- meaning of work 81.8 (17.5)
- variation of work 58.2 (23.3)
- possibilities for development 65.4 (21.3)
- influence at work 42.3 (17.0)
Mean values (SD) (3)

- quality of leadership: 58.1 (23.9)
- social support from supervisor: 54.7 (21.2)
- social support from colleagues: 58.3 (18.2)
- social community at work: 73.3 (18.5)
- commitment to the workplace: 65.1 (18.1)
- horizontal trust: 68.3 (19.0)
- rewards: 65.3 (23.7)
- vertical trust: 66.4 (18.7)
- justice and respect: 57.6 (21.4)
### Multivariate logistic regression analysis

OR (95% CI) for the presence of a poor WAI

(n=1161)

<table>
<thead>
<tr>
<th>Factor</th>
<th>OR</th>
<th>95% CI</th>
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</thead>
<tbody>
<tr>
<td>Emotional demands</td>
<td>1.26</td>
<td>(1.15-1.39)</td>
</tr>
<tr>
<td>Meaning of work</td>
<td>0.88</td>
<td>(0.78-0.99)</td>
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<tr>
<td>Commitment to the workplace</td>
<td>0.88</td>
<td>(0.77-1.00)</td>
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<tr>
<td>Quality of leadership</td>
<td>0.86</td>
<td>(0.79-0.95)</td>
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<tr>
<td>Job insecurity</td>
<td>1.08</td>
<td>(1.00-1.15)</td>
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<tr>
<td>Age</td>
<td>1.03</td>
<td>(1.01-1.05)</td>
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<tr>
<td>High need for recovery</td>
<td>3.54</td>
<td>(2.36-5.29)</td>
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<tr>
<td>Shift work</td>
<td>0.60</td>
<td>(0.38-0.96)</td>
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<tr>
<td>Physical workload</td>
<td>1.14</td>
<td>(1.06-1.24)</td>
</tr>
</tbody>
</table>
COPSOQ and sickness absence in employees working in the public sector

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Aim

- evaluation of the influence of occupational psychosocial factors on sickness absence of employees working in the public sector in Flanders
Sickness absence

● How many whole days have you been off work because of a health problem (disease or health care or for examination) during the past year (12 months)?
  ● none at all
  ● at the most 9 days
  ● 10–24 days
  ● 25–99 days
  ● 100–365 days

1th analysis
2nd analysis
Methods (1)

- cross-sectional questionnaire study
- study population
  - public sector
    - administrative workers, library workers, professional fire fighters, teachers, technical personnel, cleaning personnel, social service, child care, cleaning at home, nursing personnel, nursing at home, kitchen personnel and harbour personnel
  - 1238 subjects (81.0% response rate)
Methods (2)

- dependent outcome variable
  - sickness absence or not
  - at least 25 days sickness absence
- COPSOQ II + ‘degrees of freedom’
- physical workload
- full/part time work, shift work
- age, gender
- multivariate logistic regression analysis (COPSOQ scales 0 – 10)
Population characteristics

- 68.0% women (n=842)
- Mean age (yrs): 42.5 (SD 10.4)
- Age range (yrs): 19 – 65

- 56.4% sickness absence (n=698)
- 6.6% sickness absence ≥ 25 d. (n=82)
Multivariate logistic regression analysis
OR (95% CI) for sickness absence (SA) (n=1164)

<table>
<thead>
<tr>
<th></th>
<th>SA</th>
<th>SA ≥ 25 d.</th>
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</thead>
<tbody>
<tr>
<td>quantitative demands</td>
<td>0.92 (0.86-0.98)</td>
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<tr>
<td>emotional demands</td>
<td>1.12 (1.06-1.18)</td>
<td>1.11 (1.00-1.23)</td>
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<td>influence at work</td>
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<td>0.80 (0.69-0.93)</td>
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<td>justice and respect</td>
<td>0.88 (0.84-0.94)</td>
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<tr>
<td>age</td>
<td>0.98 (0.97-0.99)</td>
<td>1.05 (1.02-1.08)</td>
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<tr>
<td>physical workload</td>
<td></td>
<td>1.16 (1.06-1.27)</td>
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