




Psychosocial factors for RTW in chronic LBP: A case of the tail wagging the dog?


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Purpose of Study

Primary:

- Design a RTW workplace intervention


Secondary:

- Identify important psychosocial factors


Downstream Determinants

BIOpsychosocial Model



Biological Factors

- non-modifiable
- genetics
- gender
- age






Midstream Determinants

Bio**PSYCHO**social Model





Biological Factors

Psychological Factors


- depression
- stress
- coping skills



Upstream Determinants

Biopsychosocial **SOCIAL** Model






Biological Factors

Psychological Factors

Social Factors

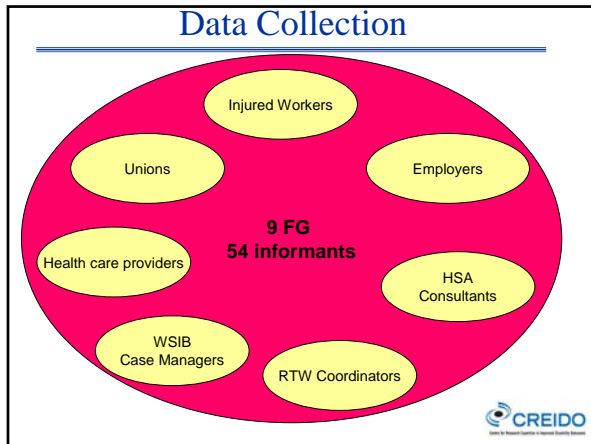
- Community
- Culture
- Systems





Methodology

- Qualitative Research
 - “why”
 - gain insight
- Grounded Theory
 - no preconceived notions
 - knowledge derived from participants





Data Analysis

Constant comparative approach



1. open coding
2. final coding scheme
3. apply to each transcript

Findings

3 themes:



1. Culture of a community

Findings

3 themes:



1. Culture of a community
2. The way systems (dys)function

Findings



3 themes:

1. Culture of a community
2. The way systems (dys)function
3. Negative/conflicting voices



Culture of a community

- Where you come from
- Where you work

Where you come from



- Family
- Community

Family and Community



We find that a lot of attitudes that the workers bring towards LPB, RTW and compensation... seem to be inherited from the family they grew up in... We inherit that from a culture and from a region and from the type of community we are in.

(family physician)

Where you work



- “Appropriate” modified work
- Normative societal perspectives
- Complex

Gendered lens

...there was a male worker and the light work was all done by females. And by putting this individual into that circumstance, the hit that he would take from a personal pride standpoint, he could not allow himself to do that. There was nothing wrong with the work from a WSIB standpoint. [We said to the male worker], “You have to do it.”...

(WSIB adjudicator)

Findings

1. Culture of a community
2. The way systems (dys)function
3. Negative/conflicting voices



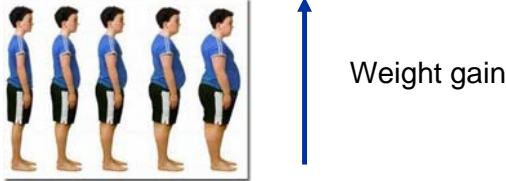

(Mis)communication

- Misunderstandings, no communication
 - Union policies “appropriate job outside union”
 - Compensation system “what is appropriate?”
 - Workplace and injured worker “entitlement”

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Unintended Consequences



Injured workers & compensation system

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Weight Gain

I said, 'The one thing that really bothers me about going back to work is...the weight...'

and they said, "the WSIB has nothing to do with your weight"...the WSIB has nothing to do with that? I'm shocked...

It has everything to do with this. (injured worker)

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Findings

1. Culture of a community
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Conflicting advice

- "push too hard"
- Psychosocial factors= negative

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"Pushing too hard"

And they're [WSIB's] not really contacting you and you don't want to chase them down too much because then you are afraid you are going to get your work in trouble and then you're going to get in trouble... you are kind of worried because you don't want to throw too many flags up everywhere and then everybody's in trouble, right? (injured worker)

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Discussion




Wagging the dog?
Social factors

Is the tail...
Downstream and midstream factors

Discussion



It is interesting that this group sitting here looks at worker factors and employer factors and we haven't really talked about compensation factors or the other factors, so it is interesting that we haven't looked at ourselves in this picture.

(WSIB adjudicator)




Discussion

Let's put the "social" into the biopsychosocial model



Bio
Psycho
Social

Re-conceptualize looking upstream:
Systemic and organizational




Multi-level Challenge!

Where are your multi-level models for research?



Upstream determinants

- Social Factors
 - Culture
 - Systems
 - Community






Thank-you!

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