

Systematizing interventions to maintain and promote work ability in order to prolong work life

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THE APPROACH

In the 5-years programme “Fit for the Future” of the Austrian Pension Retirement Insurance and Austrian Workers’ Compensation to promote work ability we chose the model “House of Work Ability” to systematise the interventions in the 20 pilot companies and anchored them to the different floors of the house (figure 1). Additionally to this clustering we distinguished the measures in relational/structural and individual/behavioural approaches to show on which level they were set (figure 2). For reasons of sustainability interventions should be mostly structurally anchored.

On each floor of the “House of Work Ability” relational and behavioural measures can be taken, in the 3th floor - work itself - it is logical, that more structural interventions are anchored.

Figure 1: Number of measures in the programme “Fit for the Future) according to the House of Work Ability over two years.

We can see that the majority of measures were linked to the floor of work / organization, which shows that the company were willing to set “proper” interventions to promote work ability. In the floor of values and attitudes it is hard to intervene directly, it is mostly influenced by the floor of work.

Figure 2: Specification of interventions for companies to organizational and behavioural aspects = specific intervention matrix (example from a hospital)

Which measures were recommended in the companies was based on the analysis with the Work Ability Plus™, so that very specific intervention matrixes were build up. Interventions were measured twice on their effects on different dimensions of work ability. Interventions that proved to be successful were transferred to a tool box which was published in June 2013.

CONCLUSIONS:

The matrix model connected with the “House of Work Ability” proved to be a good model for structuring the interventions and gives companies a good overview about interventions planned, resp. taking place.

Figure 1

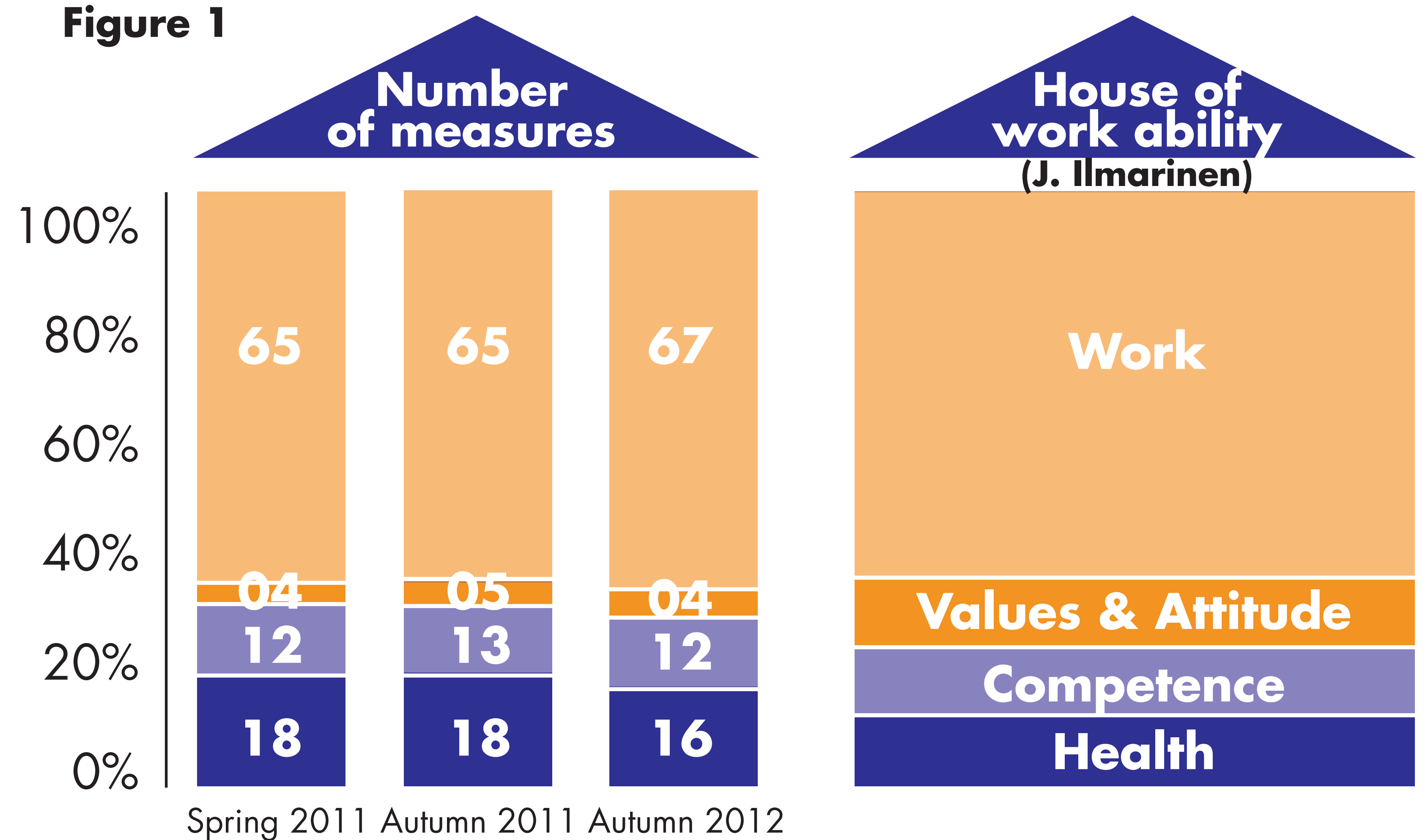


Figure 2

	Health	Competence	Values	Work
structural measures	2		4	6 5
behavioural measures	1	3		

Life domain workshops	1
Health pass	2
Training dealing with difficult and aggressive clients	3
Project „courage is worthwhile“	4
New rules on breaks and daily rest periods	5
Executive development for work ability management	6