

activation, management of non-severe impairment, and when to begin work activation were locations of developing and disparate policies.

**Conclusion** A relationship between reduced number of people on disability benefits and increased employment is not always clear. More tracking is needed of employment outcomes for people who receive or are declined support. Strategies for successfully engaging employers and health care providers in work integration are still developing. Areas of emergent concern are effects of quality of the claimant encounter with providers and approaches to support the growing self-employment economy.

## 219 DEVELOPMENT OF AN INTERVENTION TO ENHANCE SELF-MANAGEMENT AT WORK FOR WORKERS WITH A CHRONIC DISEASE USING INTERVENTION MAPPING

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**Introduction** The number of people in the working population diagnosed with one or more chronic diseases will increase. Self-management at work may facilitate workers with a chronic disease to continue working. Occupational and insurance physicians can play a key role in supporting this self-management at work, as this fits within their preventive task. The aim of this project is to explore how occupational and insurance physicians can optimally support chronically ill workers in improving their self-management at work. We will develop an intervention that will fit within the needs of all stakeholders involved, using Intervention Mapping (IM) as a tool.

**Methods** The intervention will be developed with the use of the 6 step IM protocol:

- Needs assessment;
- Definition of change objectives;
- Selection of theory based methods and practical strategies;
- Program development;
- Adoption and implementation plan;
- Evaluation plan.

Step 1, the needs assessment will consist of a systematic review of the literature and a qualitative explorative study using focus groups. In the focus groups with chronically ill workers, occupational and insurance physicians we will explore their perceptions on self-management at work, their needs for support in improving self-management at work and the views of occupational and insurance physicians on providing this support.

**Result** The results of the needs assessment are expected early 2018 and will be available for presentation at the conference.

**Discussion** The iterative steps of the IM protocol help to develop an intervention for occupational and insurance physicians that enables them to support workers with a chronic disease in improving self-management at work, to maintain productivity and to prevent sick leave and job loss.

## 224 PERSON-RELATED FACTORS ASSOCIATED WITH WORK PARTICIPATION IN EMPLOYEES WITH HEALTH PROBLEMS: A SYSTEMATIC REVIEW

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**Introduction** Sick leave or work disability, is a major health problem, with negative consequences for the employee, employer and society. In order to prevent or decrease the duration of sick leave, it is important to know which factors influence work participation. Research revealed that besides disease-related factors, person-related factors like cognitions and perceptions of employees play a role in work retention and return to work after sick leave. Structured information about these factors can help occupational- and insurance physicians in their activities to decrease the duration of sick leave. However, structured information about the influence of person-related factors on work participation of workers with health problems is not available yet. This study aims to provide systematically assessed information about the association between person-related factors and work participation.

**Methods** A systematic review was conducted to explore the association between person-related factors and work participation. PubMed and PsycINFO were used to search for papers published between January 2007 and February 2017. There were no restrictions in study design. The methodological quality of included studies was assessed using quality assessment tools of the Joanna Briggs Institute.

**Result** 116 of 3465 studies were included which addressed the association between person-related factors and work participation. Evidence was found for a positive association between motivation, positive recovery expectations, self-efficacy, intern locus of control, perceived health, and optimism and work retention or return to work after sick leave. The person-related factors catastrophizing, fear-avoidance coping, and perceiving work as a cause of the disability were negatively associated with work retention or return to work after sick leave.

**Discussion** The results provide input for developing tailored interventions and provide guidance for occupational- and insurance physicians to facilitate returning to work and work retention. Further research is required to determine how these physicians could acquire and apply information about person-related factors.

## 226 CHARACTERISTICS OF INDIVIDUALS RECEIVING DISABILITY BENEFITS IN THE NETHERLANDS AND PREDICTORS OF LEAVING THE BENEFIT SCHEME. A FIVE-YEAR FOLLOW-UP STUDY

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**Introduction** Nowadays, work disability is one of the biggest social and labour market challenges for policy makers in