



ARBEIDSDEPARTEMENTET

Mental health problems at the workplace: Employer Support from the Norwegian Labour and Welfare Administration

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OECD Mental Health and Work Review.

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NAV Inclusive Workplace Support Centres

- The support centres were established as a service for member enterprises in the IWA
- 19 Inclusive Workplace Support Centres (one in each county) established in 2002 with 500 advisors out of a total of 18.000 NAV employees.
- 57.000 cooperation agreements have been established.
- 56% of all employees are working for an IW-employer. More than 98 % in publicly owned, about 36 % of employees in private enterprises.

Activation and Labour Market Inclusion: Main strategies in Norway 2000-2012

- ❑ Tripartite Cooperation on Inclusive Workplaces (IWA/IA)
 - 1) Reduce sickness absence
 - 2) Increased employment of disabled
 - 3) Longer work participation among seniors (50+)

- ❑ Public Employment & Welfare Administration reforms (“NAV”)
 - 1) Merging the PES, the NIS and the Social assistance administration
 - 2) Develop and coordinate measures and working methods

- ❑ Benefit reforms: 1) NIS Old Age 2) NIS Disability 3) Unified rehabilitation benefits and administration

- ❑ Other Programmes:
 - 1) Mental Health and Work strategy
 - 2) Job strategy for disabled youths



Some roles the NAV Inclusive Workplace and Support (IWS) Centres play

- Each enterprise has a dedicated adviser at NAV IWS Centre. The adviser is responsible for informing the enterprise of NAVs services (local and from the centre) and for the coordination of these services.
- IW-support centres support the enterprises at a system or organisational level:
 - General advice for preventing sick-leave
 - Tools and methods
 - NAV Measures
- The local NAV office is responsible for guidance in how to support the individual employees.



Employer support from the NAV IWS Centres

- *"See you tomorrow"* courses on how to cope with employees with mental health problems in the workplace.
- *Employer guides for disabled people* (including mental health) through the national job-in all centres strategy.
- *More individualised special service* in 7 of the centres: Employers advisors for mental health. This service focus is on guiding employers on facilitating for individuals in the workplace.
- The challenge is that this service is time-consuming.
- Individualised service will be implemented in the rest of the centres.



Measures for the NAV IWS Centres linked to work and mental health - and people with disabilities

“See you tomorrow!”

Courses for leaders and union representatives.

How to cope with employees with mental health problems in the workplace.



Employer Adviser

A trained expert in mental health and work issues.

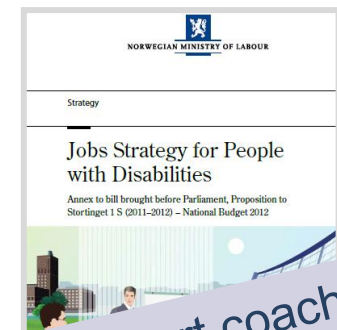
Assistance and guidance to employers.



Jobs strategy

Boosting employment among (young) people with disabilities.

A reinforcement of the second goal of the IW-agreement



- Workplace support coaches
- Competence program



How to create safety and headroom for those who struggle?

Address measures towards *all* in the business in order to reach the *few*



Facilitating return to work, inclusion and prevent exclusion

Target group: Individuals who have absences, are sick and people who have been long time outside the workforce

Prevent absenteeism / sick leave and exclusion

Target group: Those who are at the risk of becoming sick

Promoting good mental health

Target group: All in the business

Åsgren 2010



The "workplace modell"

Healthcare

At the workplace

Diagnoses

Depression
Anxiety
Addiction
Bipolar disorder
Burnout syndrom
...

Change in work performance

... and if this lasts

Concentration - **recklessly**
Productive – **poor completion**
Prioritize – **disorganized**
Social – **isolation**
In time – **to late**

... and behavior

Unacceptable behavior
Recurrent mood swings
Poor hygiene
Frequent absences
Other changes...

Measures

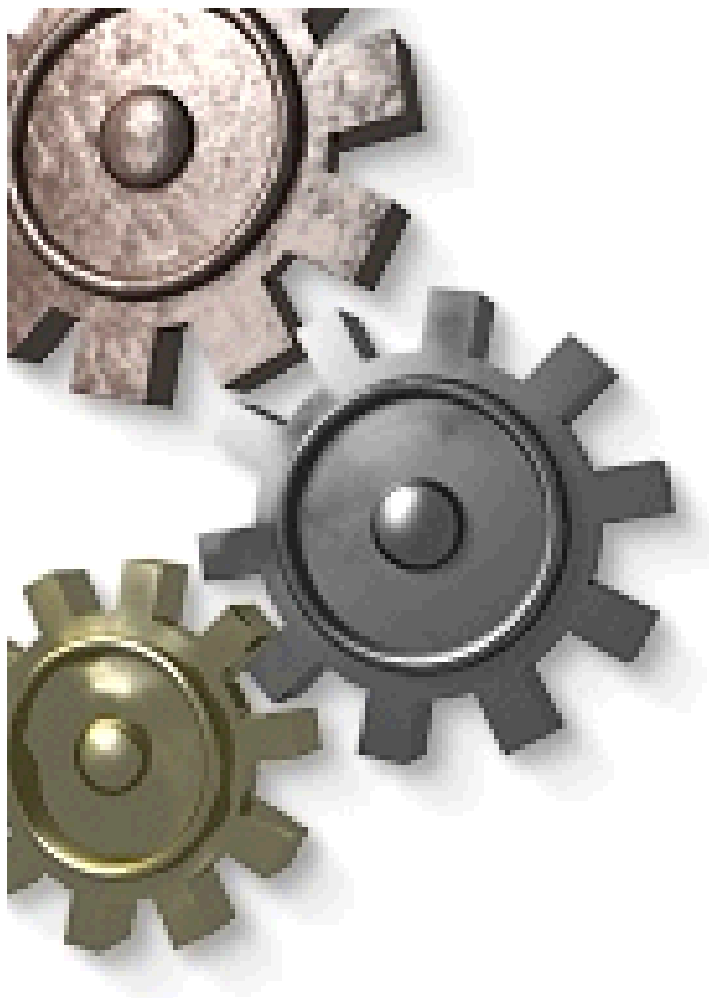
Treatment

Measures

The good conversation, adaption, Cooperation, HSS- work



Some challenges



- The link between the IWS-center and the NAV office is unclear. Few clear rules for cooperation.
- Service from the Employer advisor is time-consuming.
- The effect the measures from IWS-centers is difficult to measure.
- The cooperation with the education system?

