

Effort–reward imbalance as a risk factor for disability pension: The Finnish Public Sector Study 1

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¹ Appendices A and B

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Appendix A. Survey questions for assessment of effort-reward imbalance (ERI) by standard ten-item ERI-measure as well as by four-item proxy ERI measure (short ERI measure). The short ERI measure was used in the present study.

Questions of standard ten-item ERI measure (Siegrist J 2009)

- Efforts

1. I am under constant time pressure due to a heavy work load.
2. I have to deal with many interruptions and disturbances while doing my job.
3. Over the past few years, my job has become increasingly demanding.

- Rewards

1. I receive the respect I deserve from my superiors or relevant persons.
2. My job promotion prospects are poor.
3. I have experienced or I expect to experience an undesirable change in my work situation.
4. My job security is poor.
5. Considering all my efforts and achievements, I receive the respect and prestige I deserve at work.

6. Considering all my efforts and achievements, my job promotion prospects are adequate.
7. Considering all my efforts and achievements, my salary/ income is adequate.

Questions of the short proxy ERI measure (Kivimäki M 2007)

- Efforts

1.How much do you feel you invest in your job in terms of skill and energy?

- Rewards

1.How much do you feel you get in return from work in terms of income and job benefits?

2.How much do you feel you get in return from work in terms of recognition and prestige?

3.How much do you feel you get in return from work in terms of personal satisfaction?

Appendix B. Disease categories of disability pensions (N= 4,642) granted to the study participants between 2000 and 2010.

ICD-10		Number of disability
code	ICD-10 category label	pensions
C00- C97	Malignant neoplasms	308
D00- D48	In Situ Neoplasms, Benign Neoplasms and Neoplasms of Uncertain or Unknown Behaviour	22
F00- F99	Mental and behavioural disorders	1,184
F00- F09	Organic, including symptomatic, mental disorders	17
F10- F19	Mental and behavioural disorders due to psychoactive substance use	22
F20- F29	Schizophrenia, schizotypal and delusional disorders	74
F30- F39	Mood [affective] disorders	970
F40- F48	Neurotic, stress-related and somatoform disorders	78
F50- F59	Behavioural syndromes associated with physiological disturbances and physical factors	6
F60- F69	Disorders of adult personality and behaviour	8
F70-	Mental retardation	4

F79		
F80-	Disorders of psychological development	2
F89		
F90-	Behavioural and emotional disorders with onset	3
F98	usually occurring in childhood and adolescence	
F99	Unspecified mental disorder	0
X60-	Intentional self-harm (Suicide)	0
X84		
G00-	Diseases of the nervous system	275
G99		
I00-I99	Diseases of the circulatory system	277
I00-I02	Acute rheumatic fever	0
I05-I09	Chronic rheumatic heart diseases	0
I10-I15	Hypertensive diseases	9
I20-I25	Ischaemic heart diseases	87
I26-I28	Pulmonary heart disease and diseases of pulmonary circulation	4
I30-I52	Other forms of heart disease	46
I60-I69	Cerebrovascular diseases	117
I70-I79	Diseases of arteries, arterioles and capillaries	9
I80-I89	Diseases of veins, lymphatic vessels and lymph nodes, not elsewhere classified	5
I95-I99	Other and unspecified disorders of the circulatory system	0
M00-	Diseases of the musculoskeletal system	2,001
M99		

M00-	Arthropathies	778
M25		
M30-	Systemic connective tissue disorders	40
M36		
M40-	Dorsopathies	923
M54		
M60-	Soft tissue disorders	233
M79		
M80-	Osteopathies and chondropathies	18
M94		
M95-	Other disorders of the musculoskeletal system and	9
M99	connective tissue	
S00-	Injuries and poisonings	167
T98		
	Other	408
A00-	Certain infectious and parasitic diseases	11
B99		
D50-	Diseases of the blood and blood-forming organs and	4
D89	certain disorders involving the immune mechanism	
E00-	Endocrine, nutritional and metabolic diseases	88
E90		
H00-	Diseases of the eye and adnexa	34
H59		
H60-	Diseases of the ear and mastoid process	38
H95		
J00-J99	Diseases of the respiratory system	75

K00-	Diseases of the digestive system	35
K93		
L00-L99	Diseases of the skin and subcutaneous tissue	19
N00-	Diseases of the genitourinary system	10
N99		
O00-	Pregnancy, childbirth and the puerperium	0
O99		
P00-	Certain conditions originating in the perinatal period	1
P96		
Q00-	Congenital malformations, deformations and	31
Q99	chromosomal abnormalities	
R00-	Symptoms, signs and abnormal clinical and	49
R99	laboratory findings, not elsewhere classified	
V01-	External causes of morbidity and mortality	0
Y98		
Z00-	Factors influencing health status and contact with	13
Z99	health services	