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Length of sickness absence and sustained return-to-work in mental disorders and musculoskeletal diseases: a cohort study of public sector employees ¹

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1 *Appendix Tables A and B*

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Table A. HRs (95%CI) for determinants and time to first sustained return to work (SRTW) (Cox proportional hazards model with a cluster option).

ANXIETY DISORDERS (ICD–10 F40–F43)						
				Days until SRTW (percentiles)*		
Baseline characteristics	no of observations	Hazard Ratio	95% CI	25th	50th	75th
MEN (no of observations=1 453)						
Age						
18–35	255	0.93	0.81–1.08	16	24	44
36–45	503	Ref		15	22	41
46–55	500	0.91	0.81–1.04	16	25	46
56+	195	0.81	0.68–0.97	16	27	53
Occupational group						
Managers and professionals	459	Ref		15	22	41
Associate professionals and clerks	369	1.21	1.05–1.38	14	20	33
Service and care workers	243	1.12	0.96–1.32	15	20	35
Manual workers	382	0.89	0.77–1.03	16	25	47
Region						
Southern Finland	708	Ref		15	22	41
Central Finland	388	1.05	0.92–1.19	15	21	39
Northern Finland	357	1.09	0.96–1.24	15	21	37
Persistence of the health problem						
Sickness absence during previous year (ICD–10 F)						
no	1 210	Ref		15	22	41
yes	243	0.80	0.70–0.91	16	27	54
Sickness absence during previous year (ICD–10 M)						
no	1 358	Ref		15	22	41
yes	95	1.20	1.00–1.45	14	20	33
Sickness absence during previous year (other causes)						
no	1 281	Ref		15	22	41
yes	172	1.06	0.91–1.23	15	21	38
Purchase of antidepressants ^a OR hospitalization period for mental disorders ^b						
no	1 289	Ref		15	22	41
yes	164	0.68	0.57–0.80	17	31	62
Reimbursed purchase of medication for musculoskeletal pain ^c OR hospitalization period for musculoskeletal diseases ^b						
no	1 348	Ref		15	22	41
yes	105	1.05	0.88–1.25	15	21	39
Comorbidity^d						
no	1 318	Ref		15	22	41
yes	135	0.86	0.69–1.07	16	25	49
WOMEN (no of observations= 9 776)						
Age						
18–35	1 412	1.00	0.94–1.06	15	21	35
36–45	3 307	Ref		15	21	35
46–55	3 480	0.97	0.93–1.02	15	21	36
56+	1 577	0.93	0.88–1.00	15	22	38
Occupational group						
Managers and professionals	2 305	Ref		15	21	35
Associate professionals and clerks	3 602	1.06	1.00–1.11	14	20	33

Service and care workers	2 675	1.11	1.05–1.17	14	20	32
Manual workers	1 192	1.04	0.96–1.12	15	20	34
Region						
Southern Finland	4 989	Ref		15	21	35
Central Finland	2 861	0.97	0.93–1.02	15	21	36
Northern Finland	1 926	0.90	0.86–0.96	15	23	39
Persistence of the health problem						
Sickness absence during previous year (ICD–10 F)						
no	8 294	Ref		15	21	35
yes	1 482	0.79	0.75–0.84	16	25	45
Sickness absence during previous year (ICD–10 M)						
no	8 931	Ref		15	21	35
yes	845	0.95	0.89–1.02	15	21	37
Sickness absence during previous year (other causes)						
no	8 497	Ref		15	21	35
yes	1 279	0.84	0.80–0.89	16	24	42
Purchase of antidepressants ^a OR hospitalization period for mental disorders ^b						
no	8 938	Ref		15	21	35
yes	838	0.78	0.73–0.84	16	25	46
Reimbursed purchase of medication for musculoskeletal pain ^c OR hospitalization period for musculoskeletal diseases ^b						
no	8 808	Ref		15	21	35
yes	968	0.94	0.88–1.00	15	22	38
Comorbidity^d						
no	8 909	Ref		15	21	35
yes	867	1.03	0.96–1.10	15	20	34

*Estimated time to SRTW when in the reference category of other covariates

^a ATC: N06A, during: 30 days before – 7 days after the SA-period

^b during: 30 days before – 7 days after the sickness absence period

^c ATC: M01, M03, N02, during: 30 days before – 7 days after the SA-period

^d Entitlement to special reimbursements at the beginning of the sickness absence period (diabetes, rheumatoid arthritis, asthma/COPD, coronary heart disease)

SRTW=sustained return to work; ATC= Anatomical Therapeutic Chemical classification system; SA=sickness absence

Table B. HRs (95%CI) for determinants and time to first sustained return to work (SRTW) (Cox proportional hazards model with a cluster option).

BACK PAIN (ICD–10 M54)						
				Days until SRTW (percentiles)*		
Baseline characteristics	no of observations	Hazard Ratio	95% CI	25th	50th	75th
MEN (no of observations=2482)						
Age						
18–35	291	1.06	0.93–1.21	14	18	31
36–45	752	Ref		14	19	32
46–55	926	0.99	0.90–1.09	14	19	33
56+	513	0.86	0.76–0.97	14	20	39
Occupational group						
Managers and professionals	317	Ref		14	19	32
Associate professionals and clerks	431	0.94	0.81–1.08	14	19	35
Service and care workers	406	1.00	0.86–1.16	14	19	33
Manual workers	1 323	0.88	0.78–0.99	14	20	38
Region						
Southern Finland	1 133	Ref		14	19	32
Central Finland	931	1.06	0.97–1.17	13	18	31
Northern Finland	418	0.93	0.83–1.04	14	19	35
Persistence of the health problem						
Sickness absence during previous year (ICD–10 F)						
no	2 403	Ref		14	19	32
yes	79	1.10	0.88–1.38	13	18	29
Sickness absence during previous year (ICD–10 M)						
no	1 774	Ref		14	19	32
yes	708	0.90	0.82–0.98	14	20	37
Sickness absence during previous year (other causes)						
no	2 148	Ref		14	19	32
yes	334	0.90	0.79–1.01	14	20	37
Purchase of antidepressants ^a OR hospitalization period for mental disorders ^b						
no	2 435	Ref		14	19	32
yes	47	0.91	0.69–1.19	14	20	36
Reimbursed purchase of medication for musculoskeletal pain ^c OR hospitalization period for musculoskeletal diseases ^b						
no	1 234	Ref		14	19	32
yes	1 248	0.92	0.85–0.97	14	20	36
Comorbidity^d						
no	2 245	Ref		14	19	32
yes	237	1.20	1.04–1.39	13	17	27
WOMEN (no of observations=10 333)						
Age						
18–35	1 865	0.91	0.86–0.96	14	21	40
36–45	2 750	Ref		14	20	36
46–55	3 642	1.01	0.96–1.07	14	20	35
56+	2 076	0.90	0.85–0.96	14	21	40
Occupational group						
Managers and professionals	1 107	Ref		14	20	36
Associate professionals and clerks	2 993	0.98	0.91–1.04	14	20	37

Service and care workers	3 922	0.93	0.87–0.99	14	21	39
Manual workers	2 310	0.91	0.84–0.98	14	21	40
Region						
Southern Finland	5 144	Ref		14	20	36
Central Finland	3 691	1.06	1.01–1.11	14	19	34
Northern Finland	1 498	0.94	0.88–1.00	14	20	38
Persistence of the health problem						
Sickness absence during previous year (ICD–10 F)						
no	9 687	Ref		14	20	36
yes	646	0.99	0.91–1.07	14	20	36
Sickness absence during previous year (ICD–10 M)						
no	7 549	Ref		14	20	36
yes	2 784	0.88	0.84–0.92	14	22	41
Sickness absence during previous year (other causes)						
no	8 715	Ref		14	20	36
yes	1 618	0.88	0.84–0.93	14	22	41
Purchase of antidepressants ^a OR hospitalization period for mental disorders ^b						
no	10 019	Ref		14	20	36
yes	314	0.85	0.75–0.95	15	22	44
Reimbursed purchase of medication for musculoskeletal pain ^c OR hospitalization period for musculoskeletal diseases ^b						
no	5 322	Ref		14	20	36
yes	5 011	0.99	0.95–1.03	14	20	36
Comorbidity^d						
no	9 206	Ref		14	20	36
yes	1 127	0.92	0.86–0.98	14	21	39

*Estimated time to SRTW when in the reference category of other covariates

^a ATC: N06A, during: 30 days before – 7 days after the SA-period

^b during: 30 days before – 7 days after the sickness absence period

^c ATC: M01, M03, N02, during: 30 days before – 7 days after the SA-period

^d Entitlement to special reimbursements at the beginning of the sickness absence period (diabetes, rheumatoid arthritis, asthma/COPD, coronary heart disease)

SRTW=sustained return to work; ATC= Anatomical Therapeutic Chemical classification system; SA=sickness absence