

# ROAR 2016

Reaching Out with Arthritis Research

PUBLIC FORUM

## You don't have to quit: Working with inflammatory arthritis

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# Background

- Arthritis, with the pain and fatigue that come along with it, often makes it difficult for people to perform their job
- Arthritis is the most common health reason why Canadians have to stop working
- Few health services exist to address employment issues
- Most vocational services aim to help people who have stopped working return to work
- We believe early intervention while people are working, to prevent work disability, is preferable

- Program we developed for people with inflammatory arthritis who are working.
- Goal: To support people to remain employed and lead healthy and productive lives at work.
- Achieved by:
  - Modifying the known risk factors for work disability
  - Helping people deal with work challenges due to arthritis
  - And adapt their work to their arthritis

# Making it Work – Program Development

- Comprehensive and rigorous process
- Input from a panel of experts, including people with arthritis
- Using principles of self-management, where people are empowered to make changes through:
  - Gaining new knowledge
  - Enhanced awareness and self-confidence
  - Learning and practicing new skills and techniques
  - Using problem solving and goal setting to address problems at work
  - Being informed of resources and services available

# Making it Work – Program Description

The program consists of:

- 5 web-based e-learning modules
- 5 online group meetings (in the evenings , every 2 weeks)
- One-on-one consultations with health professionals:
  - Occupational Therapist for an ergonomic work assessment
  - Vocational Rehabilitation Counsellor for job retention vocational counseling



**Table of Contents****Narration**

1. Introduction Module
2. Program Goals
3. Program Description
4. Program Expectations
5. How Making It Work Was Created
6. Program Objectives
7. Key Principles: You Can Do It
8. Key Principles: Making Changes Early
9. Key Principles: Everything is Interconnected
10. Key Principles: Goal Setting
11. Key Principles: Not Everything Is Under Your Control
12. Making it Work

## Making it Work Program Objectives

**The overall program objectives aim to improve your confidence so that:**

- You are able to remain employed and productive at work
- You can manage the problems you encounter at work because of your arthritis
- You can make changes at work, so that it is better adapted to your arthritis and it is easier to work





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## Key Principle

# Solving problems and setting goals helps make changes

**A problem solving and goal setting technique can help you:**

- Develop a plan to succeed
- Find solutions to problems
- Take small steps towards change

**Goal setting turns  
cliff faces  
into stair cases**







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- 14. Types of Exercise
- 15. Before You Begin Exercising
- 16. Physical Exercise - Be Careful
- 17. Exercise Excuses 1
- 18. Exercise Excuses 2
- 19. Exercise Excuses 3
- 20. Exercise Excuses 4
- 21. Physical Exercise - Motivation
- 22. Goal Setting - Introduction
- 23. Goal Setting - Step 1
- 24. Goal Setting - Step 2
- 25. Goal Setting - Step 3
- 26. Goal Setting - Step 4
- 27. Goal Setting - Step 5

## Step 2: Turning your problem into a goal

Emma's problem is: **tiredness at work**

Problem(s)	Problems into goals
I am feeling very tired at work.	I would like to have more energy at work.
I am having trouble concentrating at work.	I would like to concentrate better at work.
I am not sleeping well because of pain.	I would like to sleep better
I have been having a lot of pain lately.	I would like to have less pain.
I am not as productive at work when I am tired.	I would like to be more productive at work.







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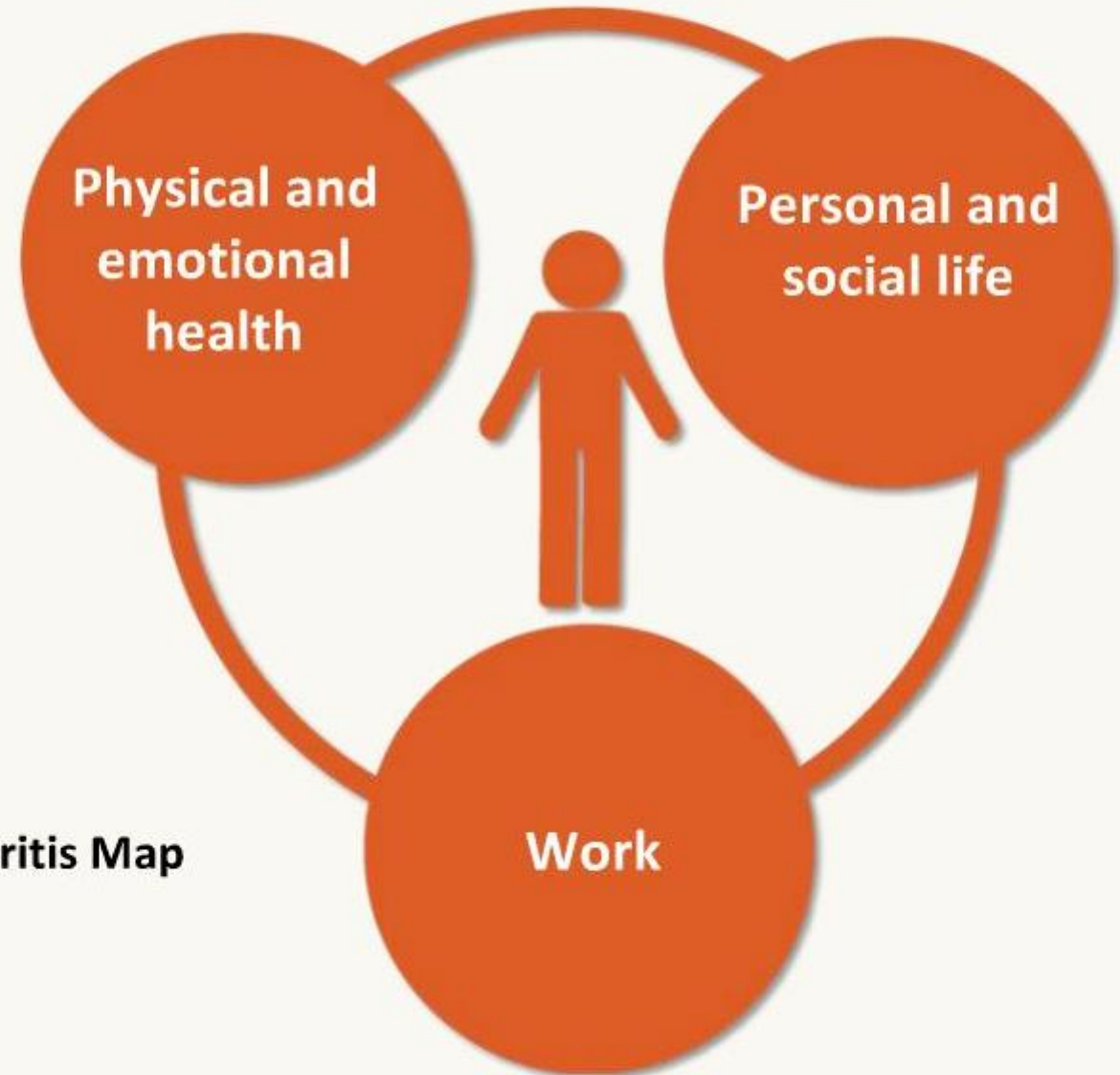
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**Key Principle**

**Everything in your life is interconnected**

What happens in one sphere of your life affects how you are doing in the other spheres.

**The Arthritis Map**





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3. Recognizing fatigue

▶ 4. Types of fatigue

7. Identifying sources of fatigue using the Arthritis Map

▶ 8. Identifying sources of fatigue: Physical & emotional health

▶ 13. Identifying sources of fatigue: Your job & working conditions

▶ 16. Identifying sources of fatigue: social and personal life

20. Reducing the sources of your fatigue

▶ 21. Problem solving/goal setting activity

▶ 23. Dealing with persistent fatigue

25. Managing your energy

▶ 26. Where Does Your Time And Energy Go?

## Identifying sources of fatigue using the Arthritis Map





1. Introduction
2. Learning objectives
3. Recognizing fatigue
- ▶ 4. Types of fatigue
7. Arthritis Map—Sources of fatigue
- ▼ 8. Identifying fatigue—Emotional and physical health-1
9. Identifying fatigue—Emotional and physical health-2
10. Identifying fatigue—Emotional and physical health-3
11. Identifying fatigue—Emotional and physical health-4 -An Activity 2 min
12. Your sources of fatigue—Emotional and physical health -An Activity 1 min
- ▼ 13. Identifying fatigue— Work conditions-1
14. Identifying fatigue— Work conditions -2
15. Your sources of fatigue—Work Conditions -An Activity 2 min
- ▼ 16. Identifying fatigue— Social and personal life-1 -An Activity 1 min
17. Identifying fatigue— Social and personal life-2
18. Identifying fatigue— Social and personal life-3
19. Your sources of fatigue— Social

## Identifying sources of fatigue your job and working conditions

### Job and working conditions

Difficult relationships at work  
Job stress  
Difficulty commuting to work



RESET

CLICK TO SUBMIT

What are your sources of fatigue at work?

Choose from the list below by clicking on them

- High work demands
- Little control at work
- Job insecurity

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**Narration**

10. Identifying stress at work—Emotional and physical health-2

11. Your sources of stress—Emotional and physical health-An Activity 1 min

▶ 12. Identifying stress at work—Social and personal life-1

▶ 15. Identifying stress at work—Work conditions-1

20. All sources of stress—Arthritis Map-An Activity 2 min

21. Reducing stress at work—Four approaches

22. Identifying stressful situations at work

▼ 23. Evaluating stressful situations at work—Emma

24. Evaluating stressful situations—An Activity 3 min

25. Problem solving/goal setting—Emma

26. Problem solving/goal setting—An Activity 4 min

▶ 27. Changing how you think—An introduction

▶ 30. Awareness of automatic unhelpful thinking

▶ 32. Replacing unhelpful thoughts with more helpful and realistic ones

34. Re-framing your automatic thinking-An Activity 2 min

## Evaluating stressful situations at work

Stressful Situation	Stressfulness (0 to 10)	Frequency of situation	Amount of control you have over the situation
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Enter your answers in the categories below:

- **Stressful Situation:**
- **Stressfulness (0 to 10):**  0 = not stressful 10 = worst stress
- **Frequency of situation:**
  - ☒ Occasionally ☐ Somewhat often
  - ☐ Frequently ☐ Daily
- **Amount of control you have over the situation:**
  - ☐ No control ☐ A little control
  - ☒ Medium control ☐ A lot of control

**Submit**





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Narration

1. Introduction
2. Learning objectives
- ▶ 3. Research on job conditions and risk disability - 1
5. The right to work
6. Vocational rehabilitation services—A Video 6 min
7. Work decision making process—An Activity 2 min
8. Job accommodations
9. Making changes at work: Key principles
- ▶ 10. Changes you can make on your own - 1
14. Job accommodations that require employer support—An Activity 2 min
- ▼ 15. Resources for making job

## Vocational rehabilitation services

### VOCATIONAL REHABILITATION COUNSELLING (VRC)

The goal is to help people  
develop skills  
to find and keep employment



# Making it Work – Study

- Randomized controlled trial
- To assess effectiveness of the program at preventing work disability and improving productivity at work
- Participants have a 50-50 chance of receiving:
  - Making it Work online program
  - Usual care from health care team, with printed material about work and arthritis
- Followed for 5 years with online questionnaire every 6 months
- Newsletter with useful information about living with arthritis every 6 months

# Making it Work – Who is eligible?

1. Between 18 and 59 years or age
2. Able to read and write English
3. Have an inflammatory type of arthritis (RA, PsA, AS, SLE)
4. Currently working in paid employment
5. Have concerns about arthritis affecting ability to work
6. Not planning to retire in the next 5 years
7. Have access to a computer with high speed internet connection
8. Be willing to travel to a nearby centre for one visit with an Occupational Therapist for an ergonomic assessment
9. Be willing to fill questionnaires every 6 months for 5 years

## Making it Work – How to contact us?

- If interested in the trial, please contact us!
- Also conducting focus groups with people with osteoarthritis to adapt the program to osteoarthritis.
- Study Coordinator: Pam Rogers
  - Email: [MakingItWork@arthritisresearch.ca](mailto:MakingItWork@arthritisresearch.ca)
  - Telephone: 604-207-4016 or toll free 1-877-878-4558
- Website: <http://makingitwork.arthritisresearch.ca>



# Making it Work – Where are we at?

- Total number of participants recruited to date: 434
- Goal: 526
- Total number of participants who completed the program: 196

<u>Follow-up</u>	
<u>Follow-Up Survey</u>	<u>Number of Participants</u>
6 month	287
12 month	173
18 month	101
24 month	63
30 month	51
36 month	13

# Making it Work – Results of debriefing

People described benefits/drawbacks of participating in program:

1. Increased awareness of how arthritis affected their work; of their rights; and of resources available to them.
2. Empowerment vs. Frustration. Although most participants felt empowered by their increased awareness, a few became frustrated because they were unable to make changes to their work situation.
3. Improved self-efficacy. Many described feeling more confident about dealing with the challenges at work due to their arthritis, as a result of strategies and skills learnt
4. Validation from groups meetings. Participants described that recognizing that their symptoms and struggles at work were shared by others provided emotional support; and being able to identify with and connect with group members was comforting.

# Acknowledgments

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Thank you!

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