Return to work after a stroke – manager and co-worker perspectives

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Is the way back to work always this straight with obvious steps to take?
Agenda

- Introduction
- Aim
- Methods
- Results
- Conclusion
Introduction

- 10 million in Sweden
- 30 000 get stroke annually
- 6000 younger than 65

- Many stakeholders
- Program for RTW
- Co-workers/managers
Aim

-To explore and describe how co-workers and managers experience the return to work process involving a colleague with stroke
Methods

Data collection and analysis
- Grounded theory
- 16 interviews
- Work place

Participants
- 7 co-workers, 4 managers
- Different sectors
Results

1. The emotional challenge of being a supportive co-worker or manager
2. The challenging experience of having too much responsibility
3. The challenge of being supportive despite lack of knowledge
Results

1. The emotional challenge of being a supportive co-worker or manager
“She isn’t the same person…. There are numbers of things about Mary that I like very much, but also things that are not there.”

(co-worker)
Results

2. The challenging experience of having too much responsibility
"We can see that Mike will get this far, but then maybe he won’t get any further and then we have to help him with different things.”

(co-worker)
Results

3. The challenge of being supportive despite lack of knowledge
"I mean, he doesn´t have this, that you can see him limping. When you meet Paul and don´t know him. It is really a handicap for him that everyone believes that he is totally healthy, but he is not totally healthy."

(manager)
"It is of course priceless, just this support and explanations… What it can look like, the time, restrictions…. She has the total grip on things for sure…"

(co-worker)
Conclusions and...

- Variety of challenges
- Value of support
- Regular visits
- Time
Take home message

- Commitments
- Create possibilities
- Collaboration

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