

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



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GOAL

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

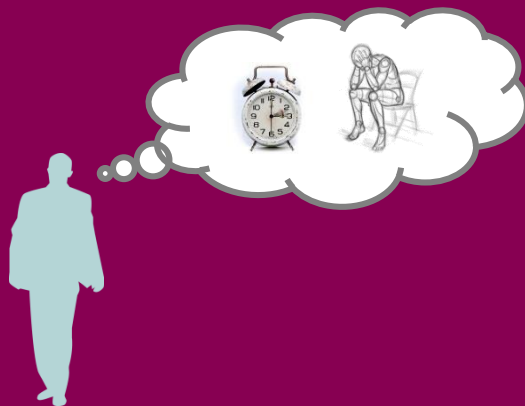


## Results

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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