

Effectiveness of Preventive Coaching.

No registrations found.

Ethical review	Positive opinion
Status	Recruitment stopped
Health condition type	-
Study type	Interventional

Summary

ID

NL-OMON23903

Source

NTR

Brief title

N/A

Sponsors and support

Primary sponsor: Department of Epidemiology - Maastricht University

Source(s) of monetary or material Support: Health Research and Development Council (ZONMw); SoFoKleS

Intervention

Outcome measures

Primary outcome

The primary outcome measure is absenteeism. Data will be gathered through record linkage to the company's sick leave registry systems and by use of questionnaires filled in by the employees.

Secondary outcome

Secondary outcome measures are:

1. Motivation;

2. Fatigue;
3. Burnout;
4. Need for recovery;
5. General health;
6. Coping;
7. Medical consumption.

Study description

Background summary

Psychosocial health problems are important causes of disability and absenteeism in the Netherlands.

The difficulty to re-integrate employees who are on sick leave due to these problems is strongly supported by the available evidence. Obviously a better strategy would be to prevent absenteeism as much as possible.

In a randomised controlled trial among employees, who are at increased absenteeism risk due psychosocial health problems, the effectiveness of coaching using a preventive coaching programme will be investigated.

By means of a screening instrument employees from participating companies will be identified and, in addition, they will receive the baseline questionnaire.

Respondents on this questionnaire will be randomised over the experimental group and the control group.

The experimental group will receive the coaching programme; the control group will receive care as usual. Two follow-up questionnaires (at 6 and 12 months) will be sent to both groups. Primary outcome measure is absenteeism.

Study objective

1. A screening instrument, consisting of predictive factors, can be used to predict which employees are at risk for sickness absence due to psychosocial health complaints;
2. Coaching is effective in preventing sickness absence and improving general well-being.

Study design

N/A

Intervention

The intervention group will receive the coaching programme. The central guideline of preventive coaching is to provide insight in the situation of the employee, improve his notion that he is responsible for his career and life and to improve his ability to manage the changes.

The programme consists of 9 meetings between the employee and the coach. In two of the meeting, the supervisor of the employee will participate.

Contacts

Public

University Maastricht (UM), Department of Epidemiology,
P.O. Box 616
I.J. Kant
Maastricht 6200 MD
The Netherlands
+31 (0)43 3882378

Scientific

University Maastricht (UM), Department of Epidemiology,
P.O. Box 616
I.J. Kant
Maastricht 6200 MD
The Netherlands
+31 (0)43 3882378

Eligibility criteria

Inclusion criteria

By means of the developed screening instrument, employees from participating companies who are at increased risk of sickness absence due to psychosocial health complaints will be identified and included in the trial.

Exclusion criteria

Employees will be excluded from participation:

1. If they were fully or partially on sick leave;

2. If they suffer from chronic psychosocial health complaints at baseline;
3. If they have more than one contract;
4. If they are pregnant or on maternity leave.

Study design

Design

Study type:	Interventional
Intervention model:	Parallel
Allocation:	Randomized controlled trial
Masking:	Open (masking not used)
Control:	Active

Recruitment

NL	
Recruitment status:	Recruitment stopped
Start date (anticipated):	01-11-2004
Enrollment:	200
Type:	Actual

Ethics review

Positive opinion	
Date:	07-09-2005
Application type:	First submission

Study registrations

Followed up by the following (possibly more current) registration

No registrations found.

Other (possibly less up-to-date) registrations in this register

No registrations found.

In other registers

Register	ID
NTR-new	NL215
NTR-old	NTR252
Other	: N/A
ISRCTN	ISRCTN53213470

Study results

Summary results

N/A