



stayok Employer summary report

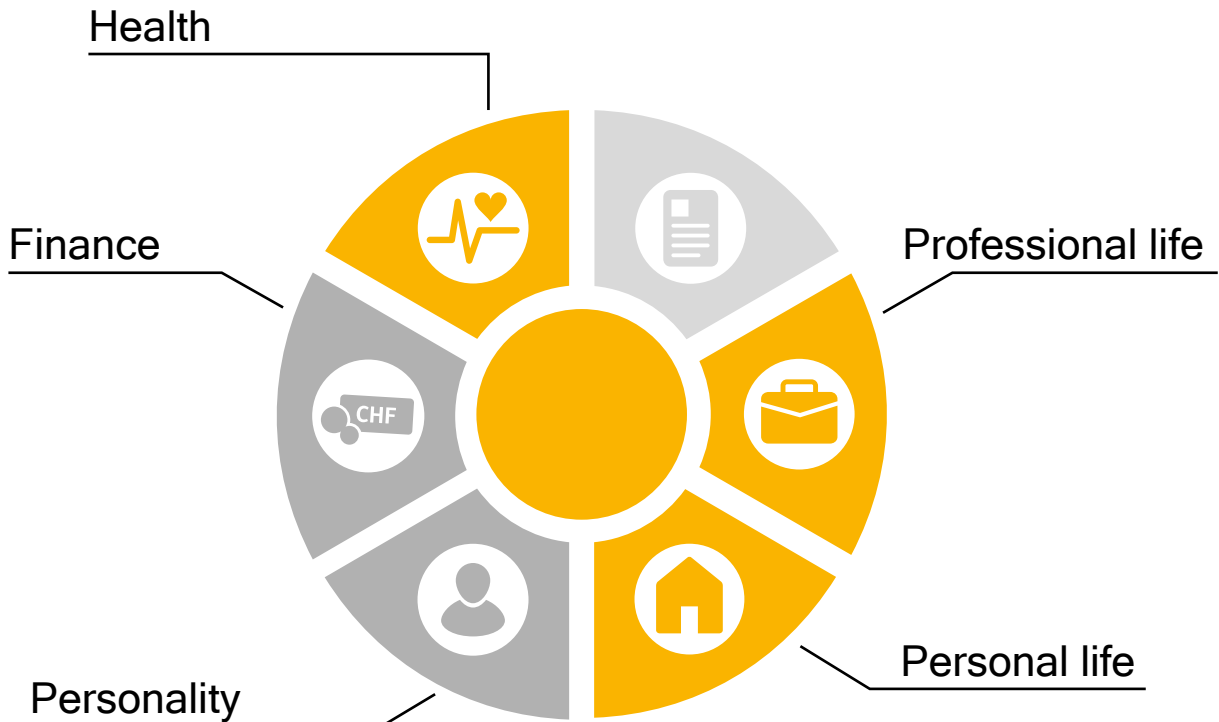
Employer report for

Khan

Aliya

12.03.1990

Date of questionnaire 31.05.2024



The person named above who is employed with your business answered all questions in the web tool stayok and confirmed that this employer-report can be generated HIN-encrypted for you as the employer/superior. You, as the superior, will discuss in context of absence management or operational case management in the case of intermittent or constant inability to work after illness or accident and their reasons with the person involved. A re-integration briefing is also indicated in the event of a return to work after a long period of occupational disability.

The basis of the stayok-model is the bio-psycho-social model of functional health. The bio-psycho-social model of functional health is based on the International Classification of Functioning, Disability and Health (ICF) of the World Health Organisation (WHO).

Guide for interview

The stayok Report for the employee with help you be able to define individual measures customized to the current situation in the discussion with the employee.

The following questions serve as aids for being able to guide the re-integration discussion. Should your employer/business have implemented an absence management process, we refer you to the internal interview guideline.

Chose a suitable environment for the interview. Make sure that you are not interrupted and that the discretion can be maintained with respect to other employees.

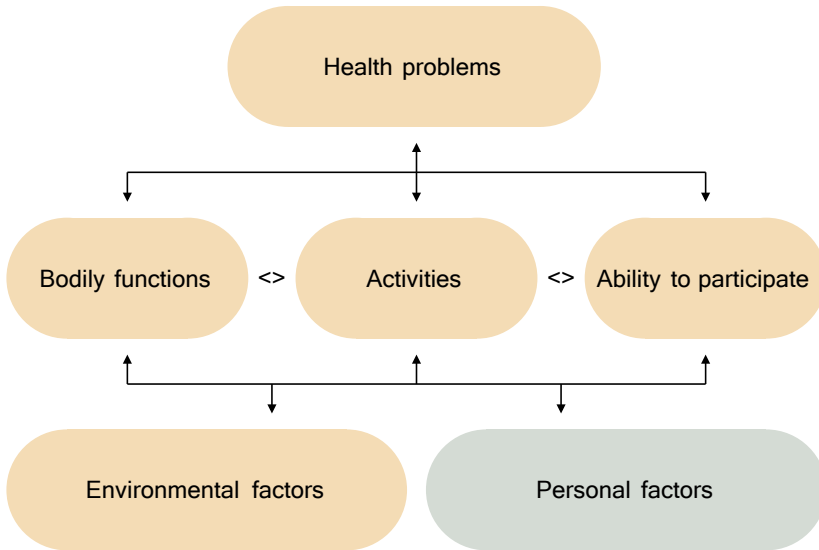
1. What is the reason for the interview?
 - Longer absence, frequent absences, abnormalities
2. Reason for absence?
 - Illness/accidence
3. How is the person involved doing now?
4. Are there connections between the absence and workplace in the viewpoint of person involved?
 - If yes, of what kind? (Feeling stress, how is the relationship with other persons in the team, topics relating to work organisation?)
5. Does the person involved need any additional support?
 - Personnel officers, case management, social consultation
6. Which supporting measures have you jointly defined?
7. Is a follow-up interview indicated?
 - If yes, when will it happen?

Overview

The ICF is sub-divided into two parts which each have two components. Part one describes a person's functional capability and limitations and includes the components body function and body structure as well as activity in daily life and ability to participate. Components are part of the ICF: body function and body structure, activity and participation, environmental factors and personal factors,

and can be described both as resource orientation and deficit orientation. Part two describes the context in which a person lives and includes the two components environmental factors and personal factors. These contextual factors can be beneficial (positives) or have a negative influence (barrier) on a person with a certain health status.

Functional health



Personal context

- Work
- Complex specialist activities
- Work status
- Employee not in a managerial role
- Employment situation
- Permanent part-time employment
- Incapacity to work
- None

Management needs

41%



Risk factors

- Professional life 44%
 - Meaningfulness of job 28%
 - Development opportunities 25%
- Personal life 63%
- Health 50%
- Ability to participate 56%

Resources

- Professional life 44%
 - Energy of work 75%
- Personal life 63%
- Health 50%
- Ability to participate 56%

Approaches to discussion

Resources

Person-related factors
Big-V - Emotional stability
Persons with a high value are self-possessed, seem content and do not feel physically or psychologically impaired.
Detail:
quiet-tranquil-assured-stable-content

Person-related factors
Big-V - Extraversion
Persons with low values will tend to be perceived as taciturn and reserved. Deep extraversion is accompanied by an increased susceptibility to health problems.
Detail: pensive - introspective - quiet - reserved - shy - withdrawn

Environmental factors
Constitute the material, social and attitudinal environment, in which the person lives and shapes her life. Is he/she content with the personal living situation and social environment? This also includes how the living situation is perceived.

Activities
Consider the relationship within the team and with the superior, if there is any conflict, it must be clarified before any professional integration measurements. Possible burdens at the workplace that could have an influence on the work-life balance? Compare to the satisfaction with arrangement of leisure time in the private field.

Risk factors

Change from positive to negative