

# How to describe the workplace using and expanding the Environmental Factors component of the ICF: the first version of the "Workplace assessment schedule"

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**Abstract** On the basis of a specific agreement, the WHOFIC Italian CC supported Italia Lavoro in the review and development of specific ICF-based assessment tools. During this cooperation, a first version of a "Workplace assessment schedule" was developed, taking into account ICF and its limits regarding the Environmental Factors component.

## Introduction

In 2013, a new national programme was launched on the evaluation of functioning/disability of persons with disability in order to support their inclusion in the labour market by Italia Lavoro, the governmental body responsible for the programme on behalf of the Italian Ministry of Labour. On the basis of a specific agreement, the WHOFIC Italian CC supported Italia Lavoro in the review and development of specific ICF-based assessment tools (Figure 1, blue-written labels). During this cooperation, a first version of a "Workplace assessment schedule" was developed, taking into account ICF and its limits regarding the Environmental Factors component.

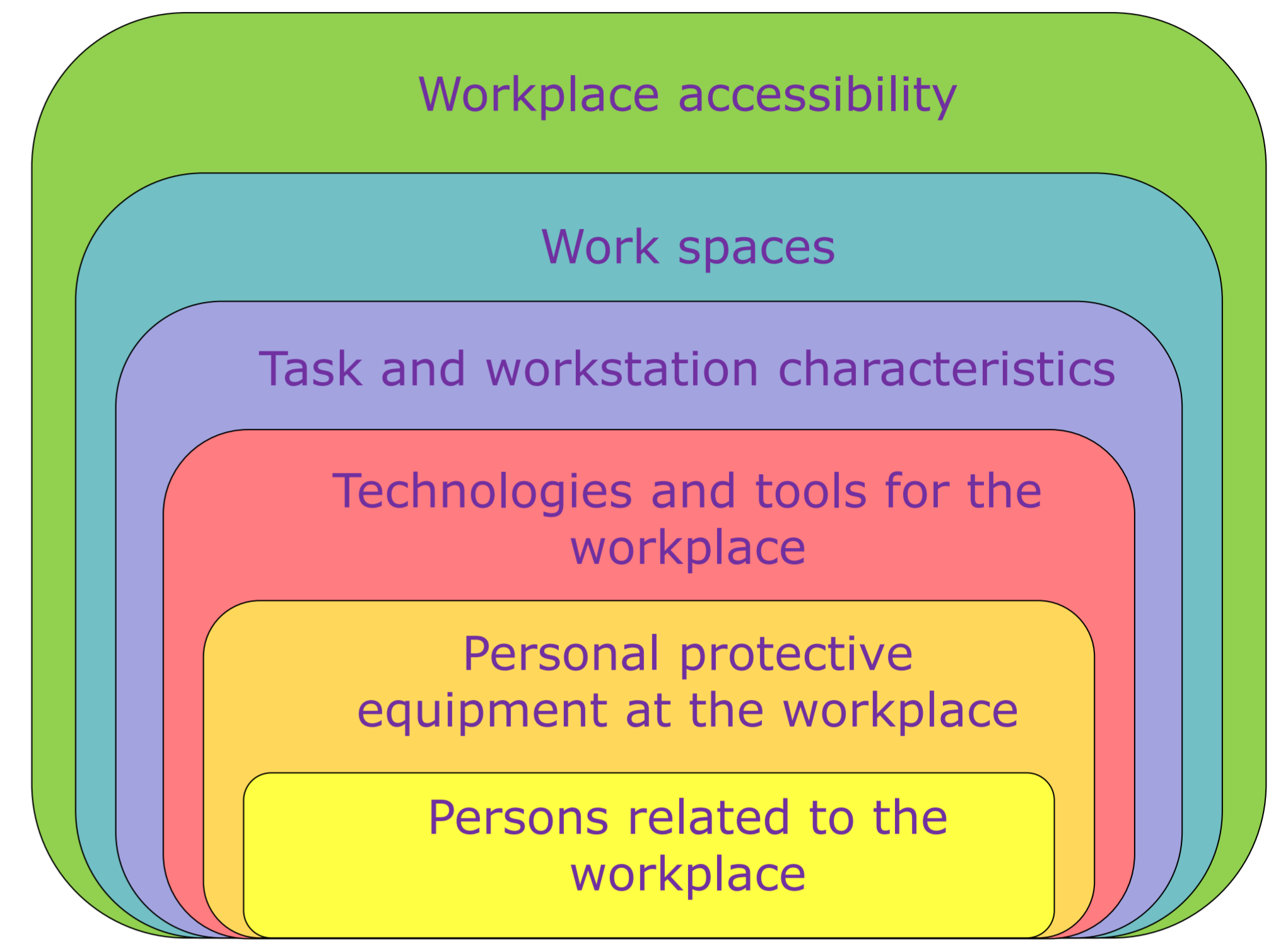
The possibility to use other standard terminologies to expand the ICF categories used was also considered. It was found that only categories from domain e1 could be expanded using a more specific standard terminology. The standard used was ISO9999. The expansion of the other ICF-EF categories was done using the general terminology already present in the assessment tool.

## Results

The tool foresaw the assessment of 89 items, in the 6 aspects mentioned above. The 89 items were mapped using 12 ICF categories (Tables 1 e 2) from the following domains:

- 3 categories from e1: e120, e135, e150
- 3 categories from e2: e225, e240, e250
- 4 categories from e3: e325, e330, e340, e345
- 2 categories from e5: e540, e590.

**Figure 2 – What to describe in the workplace**



## Conclusions

It is possible to expand ICF to describe a workplace. The list of expanded ICF-EF terms can be used to describe a worker functioning profile in a workplace described using the new tool. This new tool will be used jointly to a

## Methods & Materials

The starting point was a previous version of the assessment schedule and the areas it assessed (1, 2). The characteristics of the workplace to describe are shown in Figure 2.

**Table 1 – Structure of the Assessment schedule and count of items**

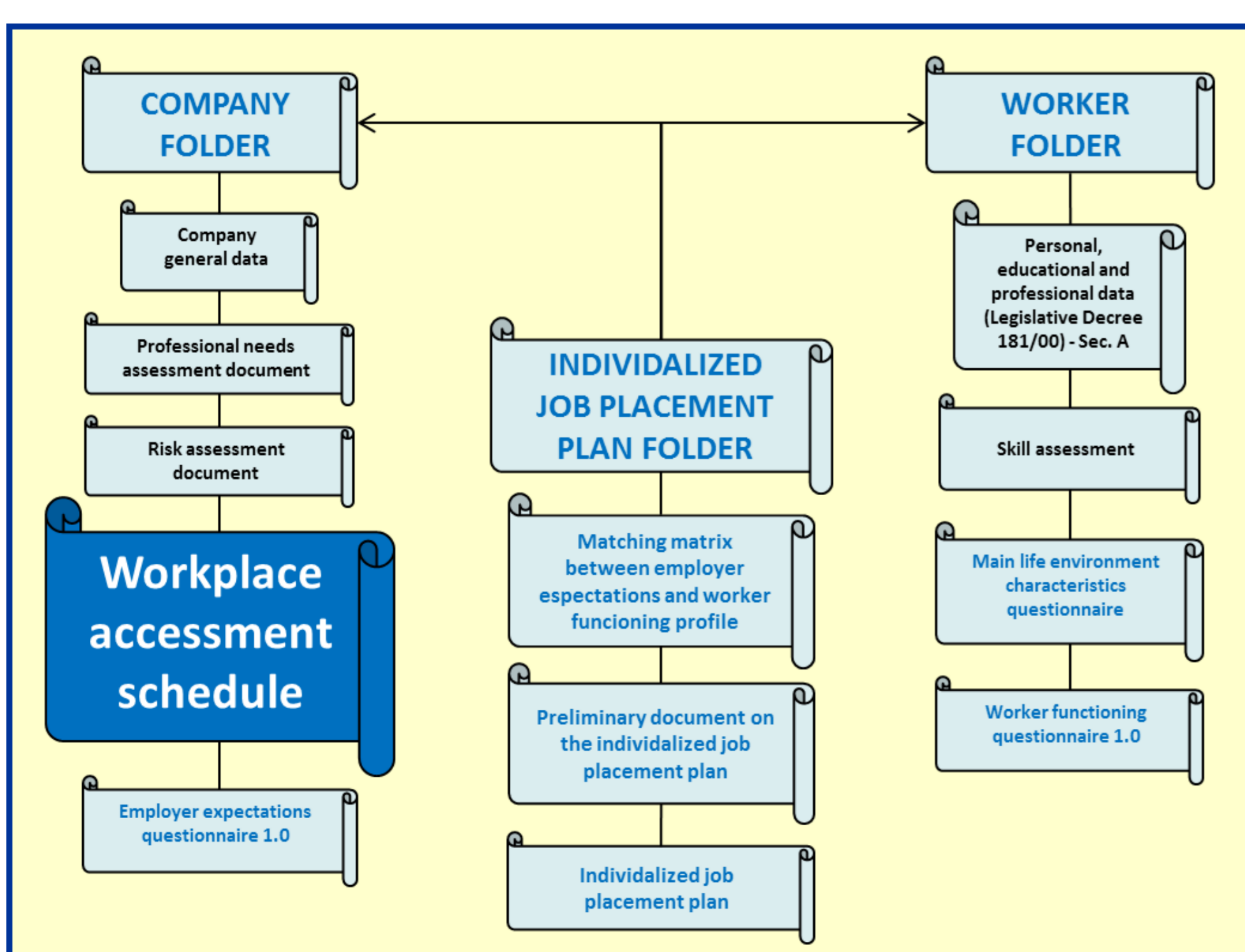
Assessment Areas	Sections	No.
1 General workplace characteristics	Workplace accessibility	2
	Work spaces	14
2 Specific workplace characteristics	Task and workstation characteristics	50
	Technologies and tools for the workplace	11
	Personal protective equipment at the workplace	8
	Persons related to the workplace	4
<b>Total</b>		<b>89</b>

Code	No.	Chapters
e120	3	e1 Products and technology
e135	19	
e150	21	
e2250	3	e2 Natural environment and human-made changes to environment
e240	3	
e250	1	
e325	1	e3 Support and relationship
e330	1	
e335	1	
e345	1	
e540	4	e5 Services, systems and policies
e590	31	

The information foreseen by the assessment tool was mapped to ICF using a semantic and/or conceptual similarity method.

**Figure 1 – New ICF based tools for labour system**



**Table 2 – Number of items mapped to ICF EF Chapters**

Items to map No.	ICF EF Chapters	ICF categories used to map workplace items
3	e1 Products and technology	e120
19		e135
21		e150
3	e2 Natural environment and human-made changes to environment	e2250
3		e240
1		e250
1	e3 Support and relationships	e325
1		e330
1		e335
1		e345
4	e5 Services, systems and policies	e540
31		e590
<b>89</b>	<b>Total</b>	

"Questionnaire on the employer's expectations 1.0", which was also defined. This other questionnaire, through the exploration of 8 AP chapters and 54 items, will be useful to match the professional functioning profile requested by the employer with the functioning profile of the candidate. Field trials were planned to verify their feasibility.

## References

1. Frattura L., Conclave M., Gorini, G. ICF implementation in targeted employment of persons with disabilities: the Italian work in progress. WHO-FIC Network Annual Meeting Cape Town 2011
2. Conclave M, et al. The ICF and Labour Policies Project: the first Italian nationwide experience of ICF implementation in the labour sector, D&R, 2009; 31 (S1): S16-S21

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