

# Work Ability Index (WAI)



## Instructions

The Work Ability Index (WAI) contains questions concerning your work, your work ability and your health.

Your answers help you at the final conclusion whether measures for improving your health have to be taken and if your work ability must be improved. Please fill in the questionnaire thoroughly and answer all questions.

Is your work										
Psychologically demanding?										<input type="radio"/>
Physically demanding?										<input type="radio"/>
Physically and psychologically demanding?										<input type="radio"/>
<h2>1. Current work ability compared to highest work ability ever:</h2>										
Assume that your work ability at its best has a value of 10 points. How many points would you give your current work ability? (0 means that you currently cannot work at all) (10 work ability at its best)										
0	1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<h2>2. Work ability in relation to demands</h2>										
How do you rate your current work ability with respect to the physical demands of your work?										
Very good (5)	Rather good (4)	Moderate (3)	Rather poor (2)	Very poor (1)						
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>						
How do you rate your current work ability with respect to the mental demands of your work?										
Very good (5)	Rather good (4)	Moderate (3)	Rather poor (2)	Very poor (1)						
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>						

### 3. Current diseases

In the following list, mark your current diseases or injuries. Also indicate whether a physician has diagnosed or treated these diseases.		Yes, own opinion (2)	Yes, physician's diagnosis (1)	No (0)
01	Injury due to an accident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
02	Musculoskeletal disease in back, limbs or other part of the body (e.g. repeated pain in joint muscle, sciatica, rheumatism, arthritis)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
03	Cardiovascular disease (e.g. hypertension, coronary heart disease)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
04	Respiratory disease (e.g. repeated infections of the respiratory tract, emphysema)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
05	Mental disorder (e.g. depression, "burn-out", anxiety or insomnia)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
06	Neurological or sensory disease (e.g. hearing or visual disease, migraine, epilepsy)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
07	Digestive disease / condition (e.g. gastritis, gall stones, liver or pancreatic disease, repeated constipation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
08	Genitourinary disease (e.g. infection in urinary tract, gynecological disease or prostate)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
09	Skin disease (e.g. allergic or other rash, varicose veins)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	Tumour or cancer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11	Endocrine or metabolic disease (e.g. diabetes, severe obesity or gout)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	Blood diseases (e.g. anemia, other blood disorder or defect)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13	Birth defects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14	Other disorder or disease	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 4. Estimated work impairment due to diseases

Is your illness or injury a hindrance to your current job? Check more than one alternative if needed.

There is no hindrance / I have no diseases.	<input type="radio"/> 6
I am able to do my job, but it causes some symptoms.	<input type="radio"/> 5
I must sometimes slow down my work pace or change my work methods.	<input type="radio"/> 4
I must often slow down my work pace or change my work methods.	<input type="radio"/> 3
Because of my condition, I feel I am able to do only part time work.	<input type="radio"/> 2
In my opinion I am entirely unable to work.	<input type="radio"/> 1

## 5. Illness within last year (12 months)

During the last 12 months:  
how many whole days have you been off work because of illness:

None (5)	Max. 9 days (4)	10 - 24 days (3)	25 - 99 days (2)	100 - 354 days (1)
<input type="radio"/>				

## 6. Estimation of own work ability in 2 years

Do you believe, according to your present state of health,  
that you will be able to do your current job two years from now?

Unlikely (1)	Not Certain (4)	Relatively certain (7)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 7. Mental capacities

7.1 | Considering the last three months: Have you been able to enjoy your regular daily activities?

Often (4)	Rather often (3)	Sometimes (2)	rather seldom (1)	Never (0)
<input type="radio"/>				

7.2 | Considering the last three months: Have you been active and alert?

Often (4)	Rather often (3)	Sometimes (2)	rather seldom (1)	Never (0)
<input type="radio"/>				

7.3 | Considering the last three months: Have you felt yourself to be full of hope about the future?

Often (4)	Rather often (3)	Sometimes (2)	rather seldom (1)	Never (0)
<input type="radio"/>				

# HOW TO EVALUATE THE WAI

## SCORING<sup>[1]</sup>

The best possible rating on the index is 49 points and the worst is 7 points. The total score is obtained by adding up the points of each item, except for items 2, 3 and 7 for which there are specific scoring rules.

### For Item 2 (work ability in relation to the demands of the job)

For *physically demanding work*

- the work ability score for the physical demands of the job is multiplied by 1.5 (answers from 3 to 5)
- the work ability score for the mental demands of the job is multiplied by 0.5. (answers from 1 to 2)

For *mentally demanding work*

- the work ability score for the physical demands of the job is multiplied by 0.5 (answers from 1 to 2)
- the work ability score for the mental demands of the job is multiplied by 1.5 (answers from 3 to 5)

For work that is both physically and mentally demanding the work ability score remains unchanged

### For item 3 (number of current diseases diagnosed by a physician)

5 or more diseases = 1 point

4 diseases = 2 points

3 diseases = 3 points

2 diseases = 4 points

1 disease = 5 points

no disease = 7 points (only diseases diagnosed by a physician are counted)

### For item 7 (mental resources)

The item 7 is divided in three questions that are added together and the sum is modified as follows:

Sum 0–3 = 1 point

sum 4–6 = 2 points

sum 7–9 = 3 points

sum 10–12 = 4 points

(i.e. item 7.1 = 3 item 7.2 = 4 item 7.3 = 3 total points = 10 - The score for item 7 is 4)

The table describes the current work ability of the respondents and, at the same time, permits forecasts to be made of the health risk. Half points in the final scores are rounded off the next whole number (e.g., 28.5 is rounded off 29 points).

SCORE	WORK ABILITY	ACTION
<b>7-27 points</b>	<b>POOR</b>	<b>RESTORE</b>
<b>28-36 points</b>	<b>MODERATE</b>	<b>IMPROVE</b>
<b>37-43 points</b>	<b>GOOD</b>	<b>SUPPORT</b>
<b>44-49 points</b>	<b>EXCELLENT</b>	<b>MAINTAIN</b>

[1] Tuomi K., Ilmarinen J., Jankola A., Katajarinne L., Tulkki A. *Work Ability Index*, Finnish Institute of Occupational Health, 1998