

## What are the methodological challenges and potential solutions?

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### Background

- Decision-makers have concerns about the validity of estimates of productivity costs in economic evaluations
- Mood disorders present particular challenges in measurement and valuation
  - mostly result from presenteeism, rather than absenteeism
  - possible impacts beyond the individual worker ('externalities')

### Examples of currently available instruments to measure/value presenteeism

#### Work Limitation Questionnaire (WLQ)

- 25-item questionnaire, 4 domains: (1) time management, (2) physical, (3) mental-interpersonal and (4) output
- Has been used extensively in mood disorders
- Enable qualitative assessment of presenteeism
- Provides an objective comparison with healthy employees
- No definitive methodology for monetisation

#### WHO Health and Work Performance Questionnaire (HPQ)

- 3 domains: (1) job performance, (2) sickness absence and (3) work-related accidents and injuries
- Results based entirely on self-reporting
- Presenteeism and relative presenteeism are measured
- Complexity of some of the questions (to evaluate number of hours worked)
- Monetisation clearly defined

#### Lam Employment Absence and Productivity Scale (LEAPS)

- 10-item self-report questionnaire, 3-5 minutes to complete
- Specifically designed for use in mood disorders
- Includes absenteeism and presenteeism
- Results based entirely on self-reporting
- Allows for the generation of costs but methodology under development

#### Short Form Health & Labour Questionnaire (SF-HLQ)

- A shortened version of the HLQ which comprises three modules: (1) absenteeism from paid work, (2) production losses without absenteeism from paid work and (3) hindrance in the performance of paid and unpaid work
- Provides measurements on absenteeism and presenteeism
- Monetisation clearly defined

### Challenges: measurement

- Impact on productivity while at work is not as easily measured as time absent from work
- Most of the instruments rely on self-report, which itself increases measurement uncertainty
- Estimation of externalities requires assumptions about the number of other workers impacted and the intensity of the effect

#### Challenges: valuation

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- Some of the available instruments to measure presenteeism do not have a valuation component
- The friction cost method is hard to apply in the context of presenteeism
- In applying the human capital method in the case of presenteeism, it is not clear whether the tasks not undertaken are of average value, above average or below average