What are the methodological challenges and potential solutions?

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Examples of currently available instruments to measure/value presenteeism

<table>
<thead>
<tr>
<th>Instrument</th>
<th>Description</th>
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<tbody>
<tr>
<td>Work Limitation Questionnaire (WLQ)</td>
<td>25-item questionnaire, 4 domains: (1) time management, (2) physical, (3) mental-interpersonal and (4) output. It has been used extensively in mood disorders. Enables qualitative assessment of presenteeism. Provides an objective comparison with healthy employees. No definitive methodology for monetisation.</td>
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<tr>
<td>WHO Health and Work Performance Questionnaire (HPQ)</td>
<td>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. Monetisation clearly defined.</td>
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<tr>
<td>Lam Employment Absence and Productivity Scale (LEAPS)</td>
<td>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.</td>
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<tr>
<td>Short Form Health &amp; Labour Questionnaire (SF-HLQ)</td>
<td>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.</td>
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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.

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 resulting from presenteeism, rather than absenteeism.
- Possible impacts beyond the individual worker (‘externalities’).
Challenges: valuation

- 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