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Effectiveness of a preventive coaching programme for employees with a high risk of sickness absence due to psychosocial health complaints

Submission date 20/12/2005	**Recruitment status** No longer recruiting	[_] Prospectively registered [_] Protocol [_] Statistical analysis plan [X] Results [_] Individual participant data
Registration date 20/12/2005	**Overall study status** Completed	
Last Edited 26/08/2021	**Condition category** Other	

Plain English summary of protocol
Not provided at time of registration

Contact information

Type(s)
Scientific

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Additional identifiers

Clinical Trials Information System (CTIS)
Nil known

ClinicalTrials.gov (NCT)
Nil known

Protocol serial number
NL215 (NTR252)

Study information

Scientific Title
Effectiveness of a preventive coaching programme for employees with a high risk of sickness absence due to psychosocial health complaints

Study objectives
1. A screening instrument, consisting of predictive factors, can be used to predict which employees are at risk for sickness absence due to psychosocial health complaints
2. Coaching is effective in preventing sickness absence and improving general well-being

Ethics approval required
Old ethics approval format

Ethics approval(s)
Ethics approval received from the local medical ethics committee

Study design
Randomised, active controlled, parallel group trial

Primary study design
Interventional

Study type(s)
Treatment

Health condition(s) or problem(s) studied
Sickness absence due to psychosocial health complaints

Interventions
The intervention group will receive the coaching programme. The central guideline of preventive coaching is to provide insight in the situation of the employee, improve his notion that he is responsible for his career and life and to improve his ability to manage the changes.

The programme consists of nine meetings between the employee and the coach. In two of the meetings, the supervisor of the employee will participate.

Intervention Type
Other

Phase
Not Specified

Primary outcome(s)

The primary outcome measure is absenteeism. Data will be gathered through record linkage to the company's sick leave registry systems and by use of questionnaires filled in by the employees.

Key secondary outcome(s))
Secondary outcome measures are:
1. Motivation
2. Fatigue
3. Burnout
4. Need for recovery
5. General health
6. Coping
7. Medical consumption

Completion date
31/10/2006

Eligibility

Key inclusion criteria
By means of the developed screening instrument, employees from participating companies who are at increased risk of sickness absence due to psychosocial health complaints will be identified and included in the trial.

Participant type(s)
Patient

Healthy volunteers allowed
No

Age group
Not Specified

Sex
Not Specified

Key exclusion criteria
Employees will be excluded from participation if they:
1. Were fully or partially on sick leave
2. Suffer from chronic psychosocial health complaints at baseline
3. Have more than one contract
4. Are pregnant or on maternity leave

Date of first enrolment
01/11/2004

Date of final enrolment
31/10/2006

Locations

Countries of recruitment
Netherlands

Study participating centre
Department of Epidemiology
Maastricht
Netherlands
6200 MD

Sponsor information

Organisation
University Maastricht (UM) (Netherlands)

ROR
https://ror.org/02jz4aj89

Funder(s)

Funder type
Research organisation

Funder Name
Social fund for the universities, research institutes and academic medical centres (Sociaal Fonds voor de KennisSector [SoFoKleS]) (The Netherlands)

Funder Name
The Netherlands Organisation for Health Research and Development (ZonMw) (The Netherlands)

Results and Publications

Individual participant data (IPD) sharing plan

IPD sharing plan summary
Not provided at time of registration

Study outputs

Output type	Details	Date created	Date added	Peer reviewed?	Patient-facing?
Results article		01/07/2008	26/08/2021	Yes	No