



Flow of Information and Collaboration as Prerequisites for Successful Work Ability Management

Objective: The flow of information on matters related to work ability issues is regular, consistent, and participatory

Work ability management is implemented in collaboration between management, HR, supervisors, employees, occupational health and safety, and external experts.

Why?

Functional and open flow of information prevents overlapping work.

The participation of different personnel groups in the decision-making strengthens trust and supports the implementation and realization of new operating models, especially in times of change.

Measures to improve information flow and collaboration

Plan common communication practices and communicate regularly

It is a good idea to establish common communication practices across the workplace to ensure that work ability management information reaches the right people at the right time.

Standard structures and forums established for communication enable the flow of information both horizontally and vertically.

Decisions about the flow of information include:

- Who communicates?
- Who is the message for?
- What kinds of communication channels and tools are used?
- What information is processed in which forums and how?

Involve different personnel groups in discussions and decision-making

Personnel involvement can take place through various workshops or surveys, for example. Use [**the Decision-making Development Tool**](#) to support this.

Coordinate workplace and occupational health care processes

The workplace and occupational health care set the most concrete and clear goals possible for occupational health activities based on the needs of the workplace.

The coordination of the processes of the workplace and occupational health care helps to ensure that there are no gaps in the work ability support process, for example, due to poor information flow. The processes can be coordinated in joint meetings between the workplace and occupational health care, where the work ability support processes are discussed and evaluated in terms of what is working and what needs to be developed.

