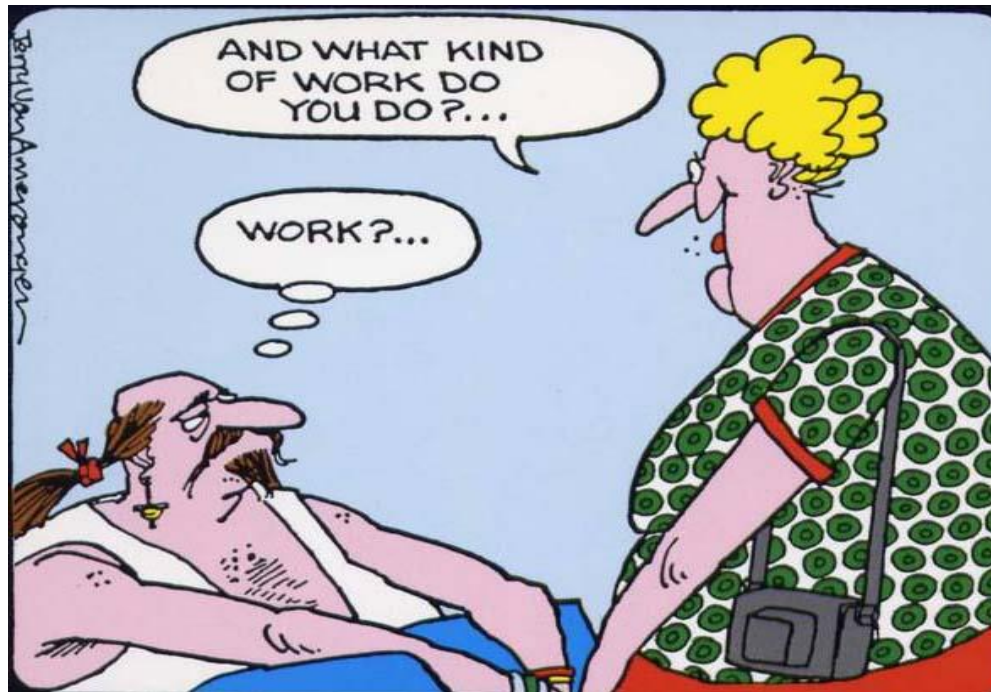


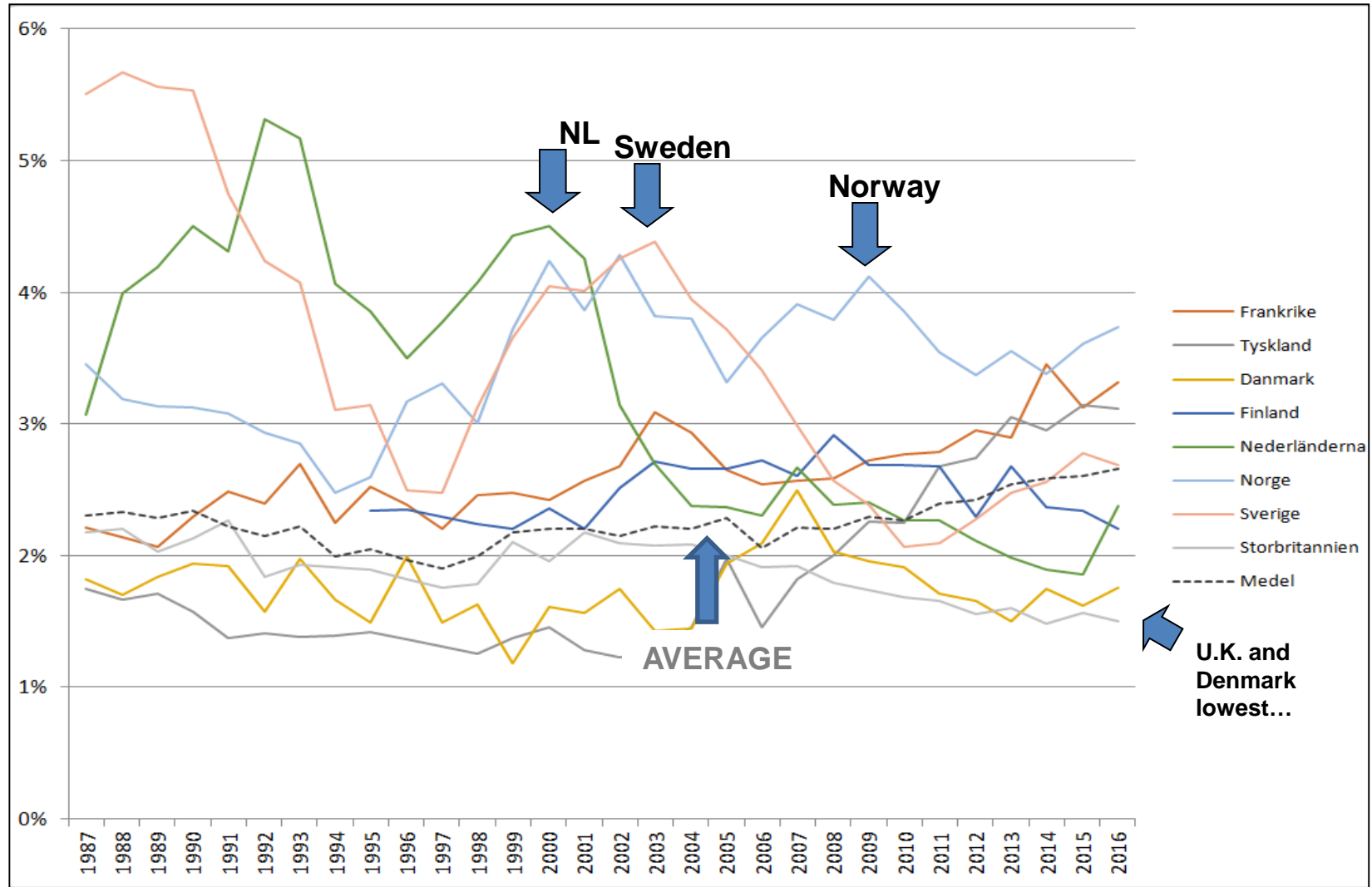
# Comparison and Development of Workability Assessment in Europe and some more...



Insurance Medicine for VIRK  
6:th October 2017  
EUMASS President  
Gert Lindenger

# Sick leave in 8 European countries

Percent of employed persons. 1987- 2015.



Source: EUROSTAT Labor Force Survey

# Benchmarking and comparisons

## Assessment methods per country

Land	Semi-struct. interview	Ergometric test	FCE	Psychol. test	Clinical test	Assessment Rehabilitat.	Self-report questionnaire	Other
Belgium	Not used	Not used	Used	Not used	Not used	Not used	Not used	Not used
Croatia	Used	Not used	Not used	Used	Used	Used	Not used	Not used
Czech Rp	Used	Used	Used	Used	Used	Not used	Not used	Not used
Finland	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed
France	Not used	Not used	Not used	Not used	Used	Not used	Not used	Not used
Germany	Not used	Used	Used	Used	Used	Used	Not used	Not used
Italy	Not used	Not used	Used	Not used	Not used	Not used	Not used	Not used
Norway	Not used	Not used	Not used	Not used	Not used	Not used	Not used	Used
Poland	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed
Romania	Not used	Used	Used	Used	Used	Not used	Not used	Used
Slovakia	Used	Used	Used	Used	Used	Not used	Not used	Not used
Slovenia	Used	Used	Used	Used	Used	Used	Used	Not used
Sweden	Used	Used	Used	Used	Used	Used	Used	Used
Switzerl.	Used	Used	Used	Used	Used	Used	Used	Not used
Netherl.	Used	Not used	Not used	Used	Used	Not used	Used	Used
UK	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed	Not assessed

- Not used
- Used
- Not assessed



Research Center for Insurance Medicine: collaboration between AMC-UMCG-UWV-VUmc

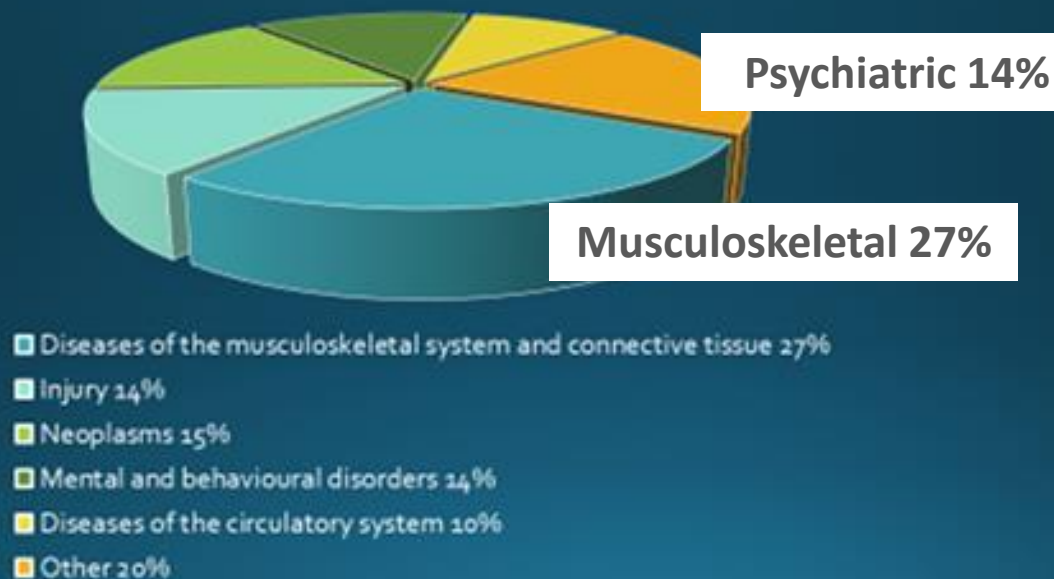


# What diagnosis constitutes a problem?

Croatia 2016



Sickness analysis according to ICD-10, as leading causes of temporary inability to work in Croatia, 2016. (the expense of CHIF )

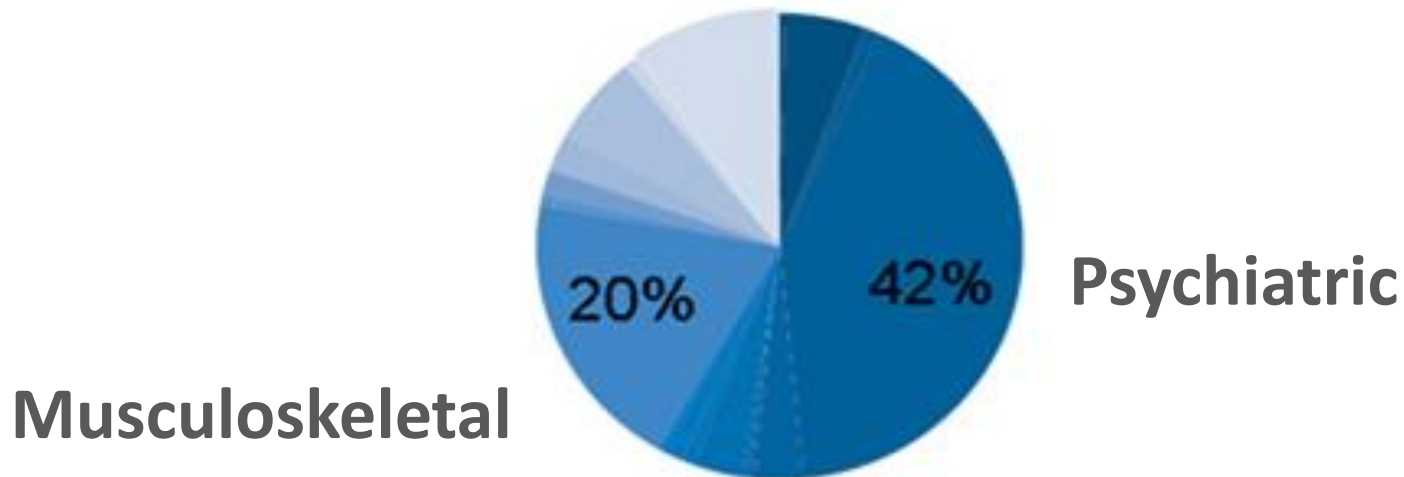




# What diagnosis constitutes a problem?

Sweden 2014

Total



Källa: Försäkringskassan, DoA

# A geographic east to west gradient of increasing mental non-wellbeing



# How can we measure?



- ICF provides a terminology for describing health consequences, but can be used in different ways...





**ICD-10**

Aetiology  
Disease

**ICF**

Body Functions

–Impairments at “organlevel”

**ICF**

Activity limitations

- At an “individual level”

Job tasks

Work incapacity

Other limitations





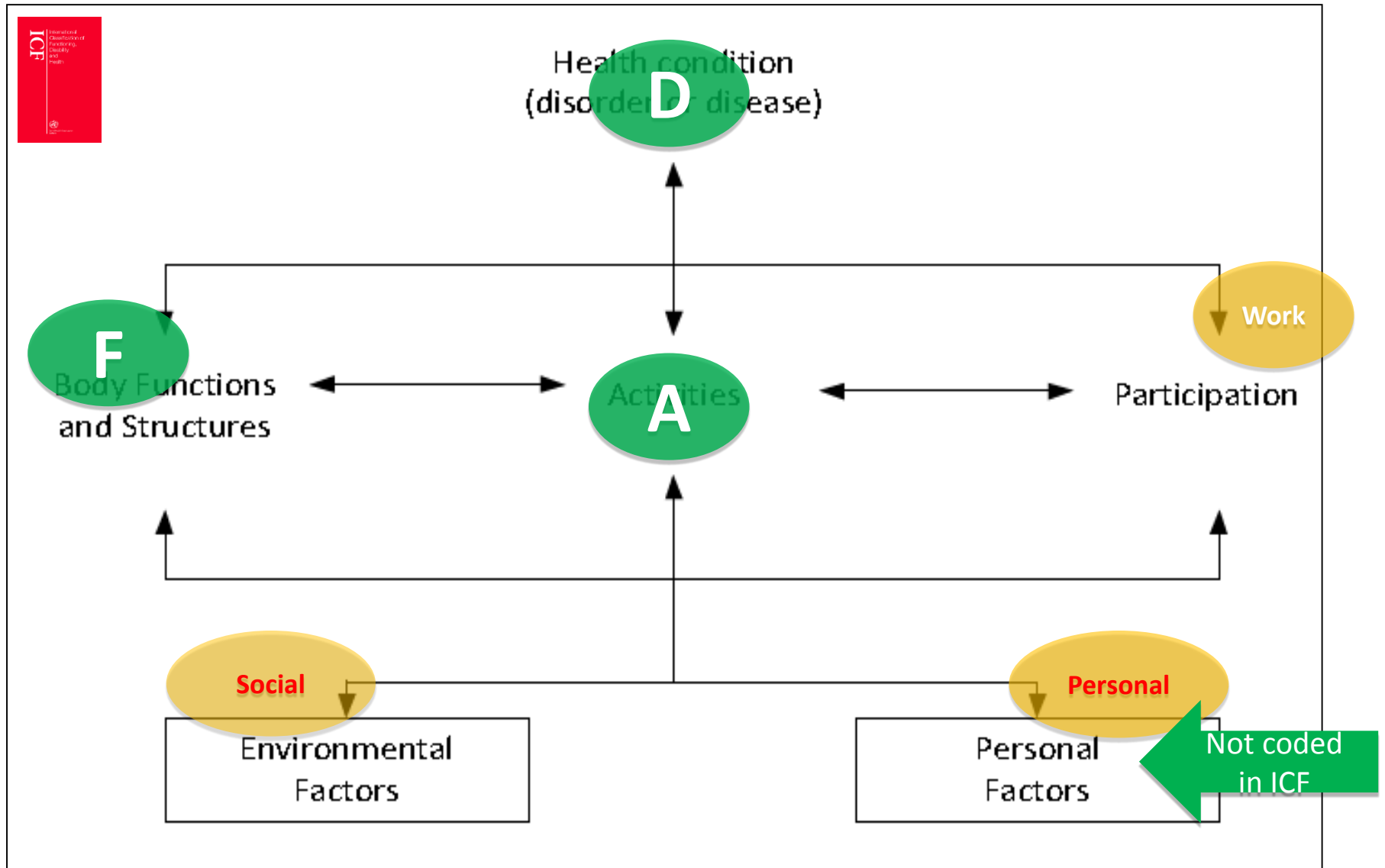


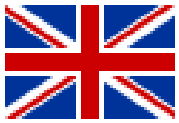
# DFA-logic...

Displays basic Medical Requirements for Work

- **D:** H58.1 Illumination error
- **F:** Broken lampbulb
- **A:** Dark...!

# DFA: Biomedical or a biopsychosocial model?





# The "Biopsychosocial" model

There is now a broad agreement that human illness and disability can only be understood and managed according to a biopsychosocial model.

- **Biological** refers to the physical or mental health condition.
- **Psychological** recognises that *personal/psychological factors also influence functioning* and the individual must take some measure of *personal responsibility* for his or her behaviour.
- **Social** recognises the importance of the social context, pressures and constraints on behaviour and functioning.



# Important caveats



- **The biopsychosocial model** does not imply anything about the original *cause* of symptoms.
- Most physical and mental symptoms are entirely ‘real’.
- **Psychological and social factors influence** how people react and **behave**, and hence the impact of the symptoms, but that does not mean the symptoms are imaginary or fabricated.



Gordon Waddell



# The Psychosocial Dimension



- How people think and feel about their health problems determine how they deal with them and their impact

# Motivation to RTW (return to work) seems to decline as times pass...

100 %

After 3 weeks 92% believes themselves that they will be on a temporary sick leave.

"Window of Opportunity"

1

3

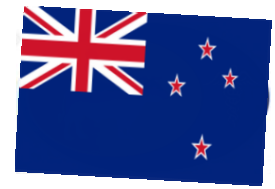
6

9

12 month

"RUST ROEST" – a Dutch protocol for evaluation of the patients participation

Increased reorientation towards non participation



# The Brief Illness Perception Questionnaire

The Brief Illness Perception Questionnaire  
For the following questions, please circle the number that best corresponds to your views:

How much does your illness affect your life? 0 1 2 3 4 5 6 7 8 9 10 no affect at all severely affects my life
How long do you think your illness will continue? 0 1 2 3 4 5 6 7 8 9 10 a very short time forever
How much control do you feel you have over your illness? 0 1 2 3 4 5 6 7 8 9 10 absolutely no control extreme amount of control
How much do you think your treatment can help your illness? 0 1 2 3 4 5 6 7 8 9 10 not at all extremely helpful
How much do you experience symptoms from your illness? 0 1 2 3 4 5 6 7 8 9 10 no symptoms at all many severe symptoms
How concerned are you about your illness? 0 1 2 3 4 5 6 7 8 9 10 not at all concerned extremely concerned
How well do you feel you understand your illness? 0 1 2 3 4 5 6 7 8 9 10 don't understand at all understand very clearly
How much does your illness affect you emotionally? (e.g. does it make you angry, scared, upset or depressed?) 0 1 2 3 4 5 6 7 8 9 10 not at all affected emotionally extremely affected emotionally
Please list in rank-order the three most important factors that you believe caused your illness. The most important causes for me:- 1. _____ 2. _____ 3. _____

Correlates direct to the length of sickleave

Asks the patient to list what they think have caused the condition.



# What to assess in an assessment?

Only European consensus list - EUMASS Core-set for Permanent Incapacity.

## Voting procedure list Brussels 2006

Code	Title	Be	Fi	Ge	No	Fr	Nl	Sw	Sum
b110	Consciousness functions					1			1
b114	Orientation functions		1			1			2
b117	Intellectual functions					1			1
b122	Global psychosocial functions				1				1
b126	Temperament and personality functions				1			1	2
<i>b1263</i>							1		1
b130	Energy and drive functions		1		1			1	3
b134	Sleep functions					1		1	2
b140	Attention functions		1		1	1		1	4
<i>b1400</i>							1		1
<i>b1402</i>							1		1
b144	Memory functions		1		1	1	1		4
b147	Psychomotor functions		1					1	2
b152	Emotional functions	1	1					1	3
b156	Perceptual functions								0
<i>b1564</i>							1		1
b160	Thought functions		1						1
b164	Higher-level cognitive functions	1	1		1	1	1		5
<i>b1644</i>							1		1
b167	Mental functions of language					1			1
b176	Mental function of sequencing complex movements					1			1
b210	Seeing functions	1	1			1	1		4
b230	Hearing functions	1				1	1		3
b235	Vestibular function		1		1	1			3
b250	Taste function					1			1
b255	Smell function					1			1
b260	Proprioceptive function					1			1
b265	Touch function					1	1		2
b280	Sensation of pain	1	1		1	1		1	5
b310	Voice functions					1			1

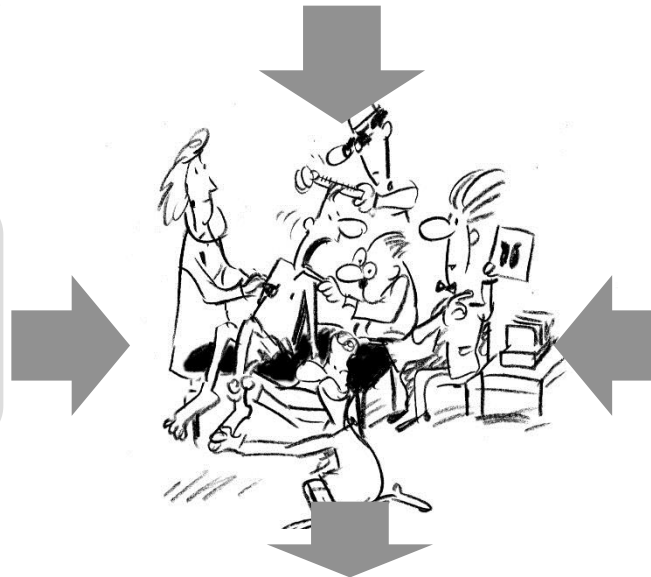


# Team Assessment (TMU)

1. Physician
2. Psychologist
3. Physiotherapist
4. Occupational therapist

2. "A regular day"  
from the claimant

1. Medical  
background



3. Physical/mental  
examination

4. Activity  
assessment with  
ICF core-set and  
descriptors

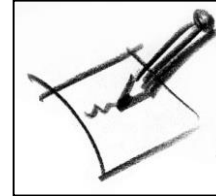


# Activity Ability Assessment (Sweden)

1. Medical background



2. The patients description



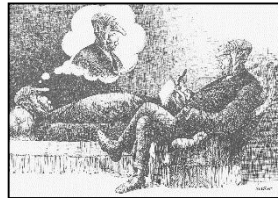
3 Clarifying interview,



4. Physical examination



5. Mental evaluation



6 Optional physical or mental testing?



Profile with AAA descriptors and ICF codes





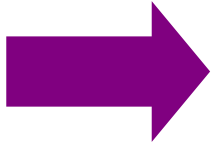
# AAA (Activity Ability Assessment )

- **Optional special physical** (physio – and occupational therapists)
- **Optional special mental** assessment (neuropsychological testing).





# At the Swedish Social Agency



8. Comparison with the "reference profiles for the labor market" with help of a search engine in an Excel-file.

Sökmotor och databas - Microsoft Excel

Lägg till ett yrke → Glömej → Spara tillagt/ändrat yrke ← Glömej → Ändra registrerat yrke → Ta bort yrke

Nr	Yrke	Fysisk styrka och rörlighet	Fysisk uthållighet	Syn, hörsel, tal	Balans, koordination, finmotorik	Minne, inlärnin, koncentration	Exekutiva funktioner	Affektiva funktioner	Psykisk uthållighe
1	BAGARE OCH KONDITORER	2	1	2	1	3	2	3	2
2	BANKTJÄNSTEMÄN	3	3	2	3	1	1	1	2
3	BARNSKÖTARE	2	2	1	2	2	2	1	2
4	BREVBÄRARE, REKLAM- OCH TIDNINGSDISTRIBUTÖRER	2	2	3	2	2	2	3	2
5	BUTIKSPERSONAL, EVENTSÄLJARE OCH UTHYRARE M.FL	2	1	1	2	2	2	1	2
6	CHEFER INOM EKONOMI, PERSONAL, MARKNADSFÖRING	3	3	2	2	1	1	1	1
7	CHEFSSEKRETERARE OCH VD-ASSISTENTER M.FL	3	3	2	3	2	2	2	2
8	DRIFT- SUPPORT OCH NÄTVERKSTEKNIKER	3	Tillåtna värden 0-4	2	2	2	2	2	2
9	FASTIGHETSSKÖTARE, VAKTMÄSTARE M.FL	2	2	1	2	2	2	2	2
10	FÖRFATTARE, JOURNALISTER OCH TOLKAR M.FL	3	2	2	2	1	1	2	2
11	FÖRSÄKRINGSRÅDGIVARE, FÖRETAGSSÄLJARE OCH GYMNASIELÄRARE,	3	3	1	3	2	1	1	2
12	GRUNDSKOLLÄRARE, HANDPAKETERARE OCH ANDRA	2	3	2	2	2	1	1	1
13	FABRIKSÄRBETARE	2	2	2	3	3	3	3	3

ANVÄNDARHÄNDELNING SÖKMOTOR Yrkesregister



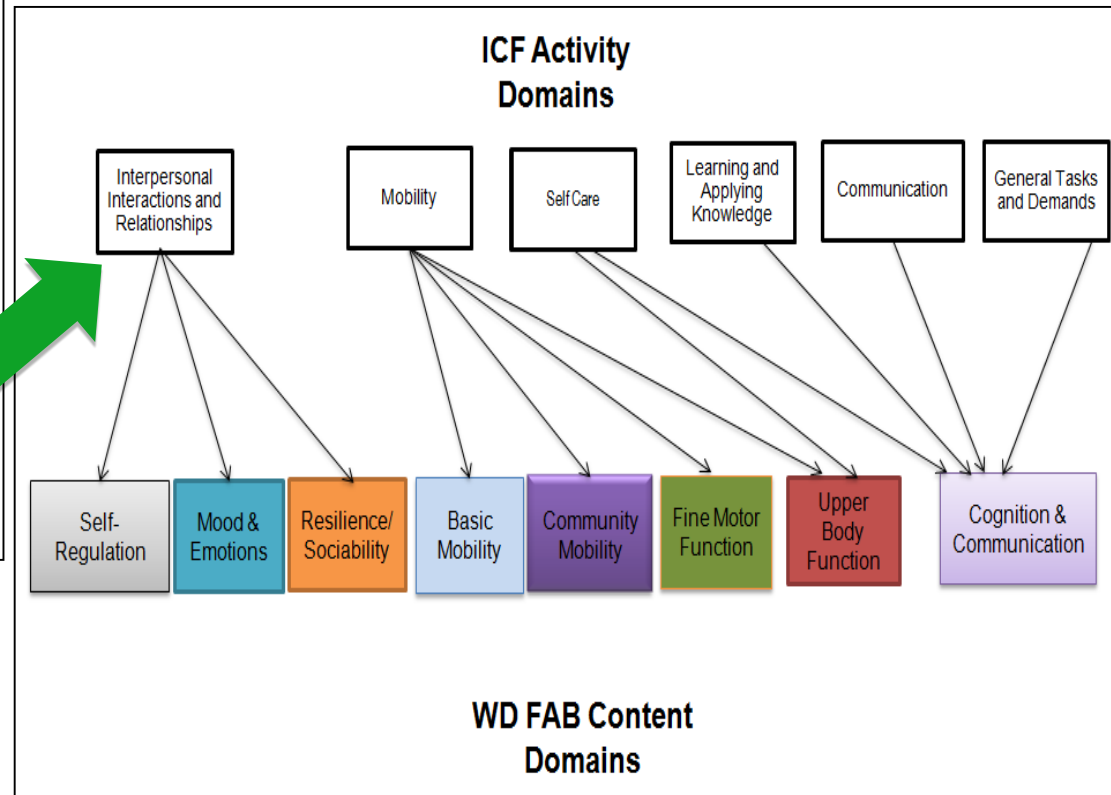
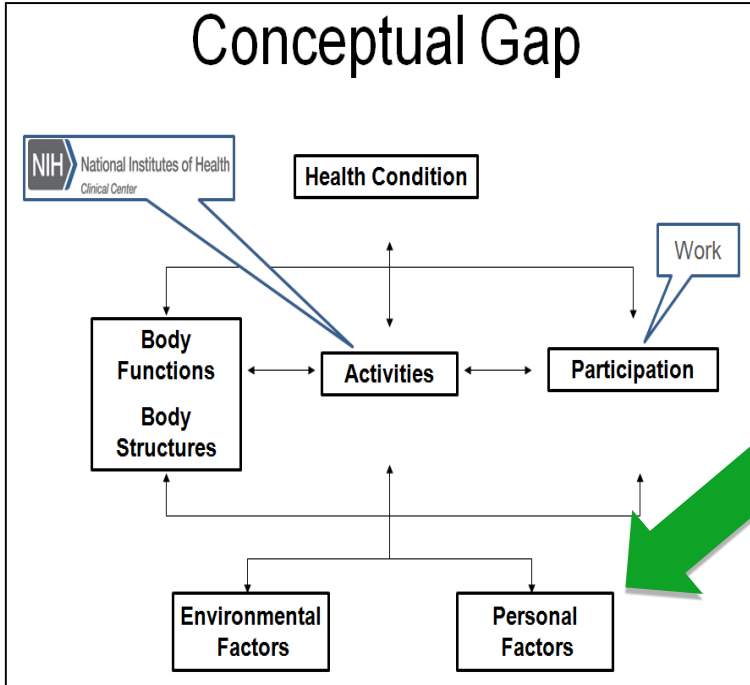
# Functional Ability Battery test (FAB).

## NIH U.S. Social Security Administration



What measures FAB as others do not do...?

### Conceptual Gap





# The Semistructured Interview



- Ph. D. Jerry Spanier

## **Demands concerning the interview:**

- **Controllable**
- **Reproducible**
- **Coherence:**
  - internal consistency
  - external consistency
- **Plausibility**







# Great Britain



## Medical tests for ESA: the work capability assessment

The medical test for ESA is called the work capability assessment (WCA). It is in three parts:

1. The limited capability for work assessment (**LWC**).
2. The limited capability for work-related activity assessment (**LCWRA**) .
3. The work-focused health-related assessment (**WFHRA**).

Usually all three assessments will be carried out at the same time by a healthcare professional at a Medical Services examination centre.



# U.K: WCA – Work Capacity Assessment



## SCHEDULE 1

Regulation 19(2) and (3)

### ASSESSMENT OF WHETHER A CLAIMANT HAS LIMITED CAPABILITY FOR WORK

#### PART 1

##### Physical disabilities

(1) Activity	(2) Descriptors	(3) Points
1. Walking with a walking stick or other aid if such aid is normally used.	1 (a) Cannot walk at all.	15
	(b) Cannot walk more than 50 metres on level ground without repeatedly stopping or severe discomfort.	15
	(c) Cannot walk up or down two steps even with the support of a handrail.	15
	(d) Cannot walk more than 100 metres on level ground without stopping or severe discomfort.	9
	(e) Cannot walk more than 200 metres on level ground without stopping or severe discomfort.	6
	(f) None of the above apply.	0
2. Standing and sitting.	2 (a) Cannot stand for more than 10 minutes, unassisted by another person, even if free to move around, before needing to sit down.	15
	(b) Cannot sit in a chair with a high back and no arms for more than 10 minutes before needing to move from the chair because the degree of discomfort experienced makes it impossible to continue sitting.	15
	(c) Cannot rise to standing from sitting in an upright chair without physical assistance from another person.	15
	(d) Cannot move between one seated position and another seated position located next to one another without receiving physical assistance from another person.	15
	(e) Cannot stand for more than 30	6

## PART 2

### Mental, cognitive and intellectual function assessment

(1) Activity	(2) Descriptors	(3) Points
12. Learning or comprehension in the completion of tasks.	12 (a) Cannot learn or understand how to successfully complete a simple task, such as setting an alarm clock, at all.	15
	(b) Needs to witness a demonstration, given more than once on the same occasion, of how to carry out a simple task before the claimant is able to learn or understand how to complete the task successfully, but would be unable to successfully complete the task the following day without receiving a further demonstration of how to complete it.	15
	(c) Needs to witness a demonstration of how to carry out a simple task, before the claimant is able to learn or understand how to complete the task successfully, but would be unable to successfully complete the task the following day without receiving a verbal prompt from another person.	9
	(d) Needs to witness a demonstration of how to carry out a moderately complex task, such as the steps involved in operating a washing machine to correctly clean clothes, before the claimant is able to learn or understand how to complete the task successfully, but would be unable to successfully complete the task the following day without receiving a verbal prompt from another person.	9
	(e) Needs verbal instructions as to how to carry out a simple task before the claimant is able to learn or understand how to complete the task successfully, but would be unable, within a period of less than one week, to successfully complete the task without receiving a verbal prompt from another person.	6



# Australia

## Job Capacity Assessment (JCA)



Australian Government



[www.centrelink.gov.au](http://www.centrelink.gov.au)

### Information about assessment services



#### What is an assessment for?

Your assessment is to identify and assess your barriers to employment, and your capacity to work. It will be conducted by a health or allied health professional. This information will help us work out the most suitable support for you. There is no charge for this service.

To ensure your assessor has all the relevant information and documentation about your circumstances, we will usually arrange a face-to-face appointment for you. You will be advised of the date, time and location of the appointment.

#### Who gets referred for an assessment?

If you have medical conditions or other barriers to work, and are volunteering for employment assistance and/or are claiming or receiving some types of income support, such as Newstart Allowance or Disability Support Pension, you may be referred for an assessment that is appropriate to your circumstances. This could be:

- an **Employment Services Assessment** that focuses on identifying the type of employment service or other assistance that can best help you to prepare for, find and maintain work, or
- a **Job Capacity Assessment** that will determine the impact of your medical conditions and disabilities on your ability to work and whether you can benefit from employment assistance.

#### What happens at the appointment with my assessor?

Most appointments involve a face-to-face interview at a Centrelink or CRS Australia office. A friend, relative or advocate can attend the appointment with you.

The assessor will ask you about any medical conditions or other barriers that may impact your ability to find and keep a job. They may ask about the detail and outcomes of any recent employment assistance you have received, and discuss possible referral options to an employment service or other support services. If appropriate, you will be referred to the most suitable service for you.

#### How long will the appointment take?

The time required to complete your appointment will vary according to your circumstances. Please allow an hour for your appointment.

#### What should I take to the appointment?

Please bring any information and documents about any medical conditions you have that may impact on your ability to work. This can include medical certificates from your treating doctor, specialist medical reports, medical imaging reports, compensation reports and details of any current or planned treatment. It is not necessary to bring in X-rays, scans or any documents that you have already provided to Centrelink.

#### What if I need an interpreter or have special requirements?

We will arrange a qualified interpreter for your appointment if you need one. This can be an Auslan sign language interpreter.

You can also ask for your appointment to be conducted by a male assessor or by a female assessor.



# Specialist Assessments— Psychological



## Information for customers

Specialist assessments help assessors clarify medical or psychological conditions and identify referral options. A psychological assessment is one type of specialist assessment that may be requested by your assessor to help clarify your condition and any impact that it has on your work capacity.

## Who conducts these assessments?

All specialist assessments are conducted by qualified health and allied health professionals. A psychologist will conduct your psychological assessment.

## What is a psychological assessment?

A psychological assessment is a comprehensive assessment that considers your psychological health and your ability to perform work-related tasks. The report from this assessment provides the assessor with recommendations, which may assist in identifying referral options for you. The psychological assessment includes:

- Screening of mental health status: this helps clarify which (if any) psychological conditions impact on your daily functioning. Conditions considered include those related to mood, health, trauma, substance use and other clinical conditions.
- Assessment of cognitive functioning: this helps clarify the factors that affect cognitive functioning and may include specific assessments related to memory difficulties, specific learning disorders, acquired brain injuries and intellectual disability.

## What is a psychological assessment?

A psychological assessment is a comprehensive assessment that considers your psychological health and your ability to perform work-related tasks. The report from this assessment provides the assessor with recommendations, which may assist in identifying referral options for you.

The psychological assessments are:

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1106 (page 1 of 2)

# Specialist Assessments— Physical



## Information for customers

Specialist assessments help assessors clarify medical or psychological conditions and identify referral options. A physical assessment is one type of specialist assessment that may be requested by your assessor to help clarify your condition and any impact that it has on your work capacity.

## Who conducts these assessments?

All specialist assessments are conducted by qualified health and allied health professionals. An occupational therapist, physiotherapist or exercise physiologist will conduct your physical assessment.

## What is a physical assessment?

A physical assessment is an assessment that considers the physical aspects of your medical condition and your ability to perform work-related tasks. The report from this assessment provides the assessor with recommendations on your work capacity, which may assist in identifying referral options for you. There are three types of physical assessments:

- Functional Capacity Evaluation (FCE): A FCE is a comprehensive physical assessment and consists of a clinical interview and a variety of physical tasks to assess the impact of your physical conditions and help identify the most appropriate options of support and assistance for you. This assessment may take up to three hours.
- Functional Capacity Screening (FCS): A FCS is a shorter assessment and is undertaken when a full FCE is not required.
- Range of Movement Test (ROM): A ROM is a very specific physical assessment that will test range of movement of the spine or upper/lower limbs depending on the affected body part being assessed.

## What is a physical assessment?

A physical assessment is an assessment that considers the physical aspects of your medical condition and your ability to perform work-related tasks. The report from this assessment provides the assessor with recommendations on your work capacity, which may assist in identifying referral options for you.

There are three types of physical assessments:

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There are three types of physical assessments:

1106 (page 1 of 2)



**Social Security (Tables for the Assessment of Work-related Impairment for Disability Support Pension) Determination 2011**

**Part 3 – The Tables ..... 12**

**Table 1 - Functions requiring Physical Exertion and Stamina ..... 12**

**Table 2 – Upper Limb Function ..... 15**

**Table 3 – Lower Limb Function ..... 17**

**Table 4 – Spinal Function ..... 20**

**Table 5 – Mental Health Function ..... 22**

**Table 6 – Functioning related to Alcohol, Drug and Other Substance Use 28**

**Table 7 – Brain Function ..... 31**

**Table 8 – Communication Function ..... 36**

**Table 9 – Intellectual Function..... 40**

**Table 10 – Digestive and Reproductive Function ..... 43**

**Table 11 – Hearing and other Functions of the Ear ..... 46**

**Table 12 – Visual Function ..... 49**

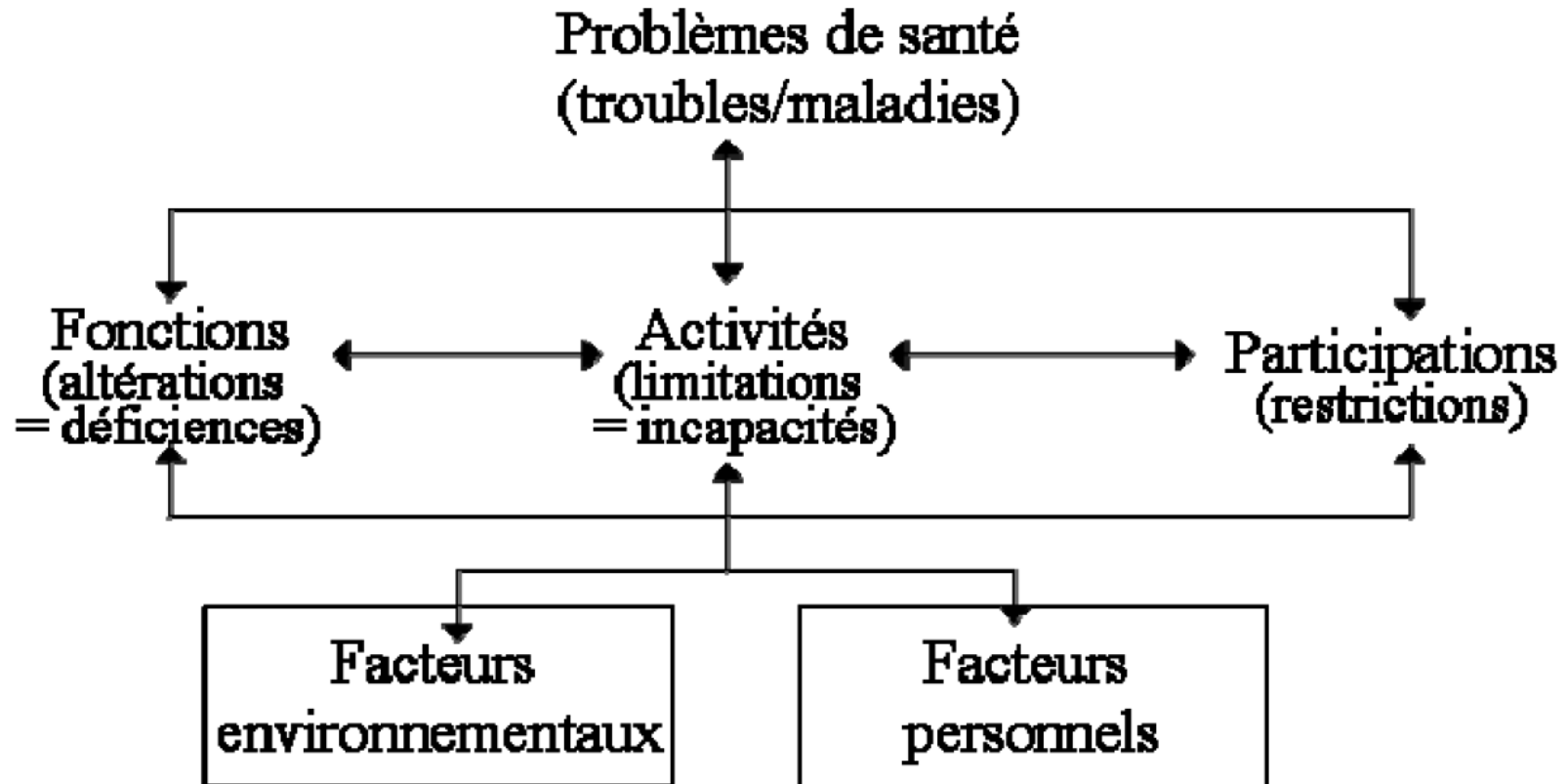
**Table 13 – Contenance Function..... 53**

**Table 14 – Functions of the Skin ..... 58**

**Table 15 - Functions of Consciousness ..... 61**

# Disability Assistance Tool (AMI)

## Outil d'Aide à la Mise en invalidité





# ”The Disability Assistance Tool”

## La sélection des items

### Les 16 items retenus pour AMI

ITEMS DE L'OUTIL D'AIDE A LA DECISION	
Codes	Fonctions
d110	Regarder
d115	Ecouter
d155	Acquérir des compétences
d160	Fixer son attention
d210	Exécuter une tâche unique
d220	Exécuter des tâches multiples
d240	Gérer le stress et les exigences psychologiques
d398	Comprendre et s'exprimer par la parole et l'écrit
d410	Changer la position corporelle de base
d415	Garder la position du corps
d430	Soulever et porter des objets
d440	Activités de motricité fine
d445	Utilisation des mains et des bras
d450	Marcher
d498	Déplacements à l'extérieur du domicile
d720	Interactions complexes avec autrui

#### Objectifs des items

- ✓ Décrire de façon standardisée les exigences communes pour effectuer son travail
- ✓ Evaluer la sévérité de la restriction de participation

**Les exigences communes** sont définies par la nécessité d'aller au travail et la capacité à travailler, c'est-à-dire :

- ✓ la capacité à effectuer les tâches liées au poste de travail
- ✓ de gérer et de mener à bien le quotidien,
- ✓ de planifier
- ✓ de gérer son temps, de prendre des responsabilités
- ✓ de gérer le stress



# • L'aide à la décision

## Quel type d'aide à la décision?

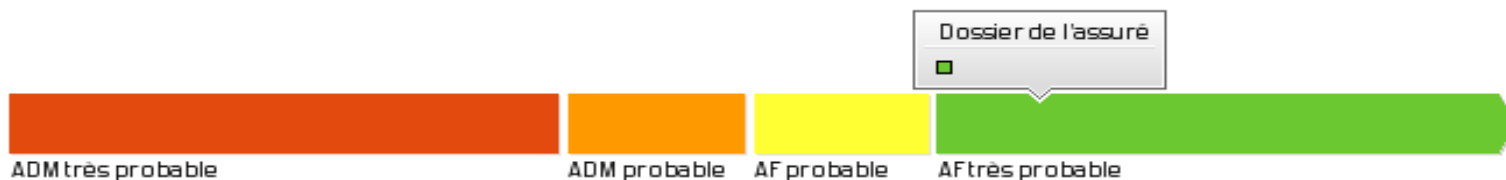
- ✓ **Un seuil de probabilité** : obtenu à partir du remplissage de l'outil par le médecin conseil. Au dessus d'un certain score l'outil propose d'accepter la demande de mise en invalidité, en dessous de celui-ci, de la refuser
- ✓ **La décision finale reste celle du médecin-conseil**

Graduation	Points attribués par graduation
Niv 0	0
Niv 1	10
Niv 2	20
Niv 3	40
Niv 4	100

### Seuil pour conseil d'avis favorable de mise en invalidité

≥ 80 points = AF, invalidité probable  
 < 80 points = ADM, invalidité peu probable

### Indication d'aide à la décision



**Avis Favorable conseillé.**

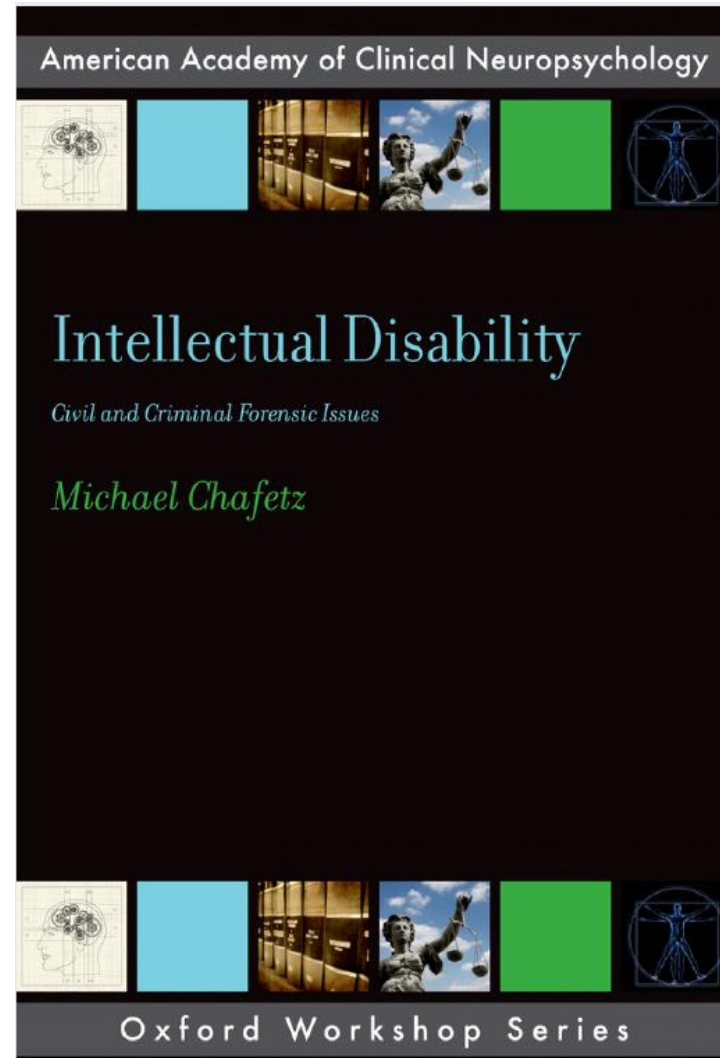
**Cet avis est indicatif, il peut être modulé en fonction de la situation de l'assuré.**

# Validation of underperformance

Michael Chafetz: Intellectual Disability



- This book provides helpful guidelines for assessing validity in low-functioning claimants. It charts recent advances in psychological and neuropsychological assessment pertaining to civil and criminal proceedings while examining issues such as validity and motivation, assessments of disability, criminal and civil capacities





# Conclusion...

- **The obvious and well defined diseases are seldom a problem**
- **Obscure conditions substitute a problem, especially if mixed with mental discomfort and pain. These can only be understood through the full Biopsychosocial model.**
- **Most people with regular disease can work to some extent.**
- **But how much discomfort is reasonable to let society ask from individuals in order to demand that they should try to support themselves...?**



*The End*