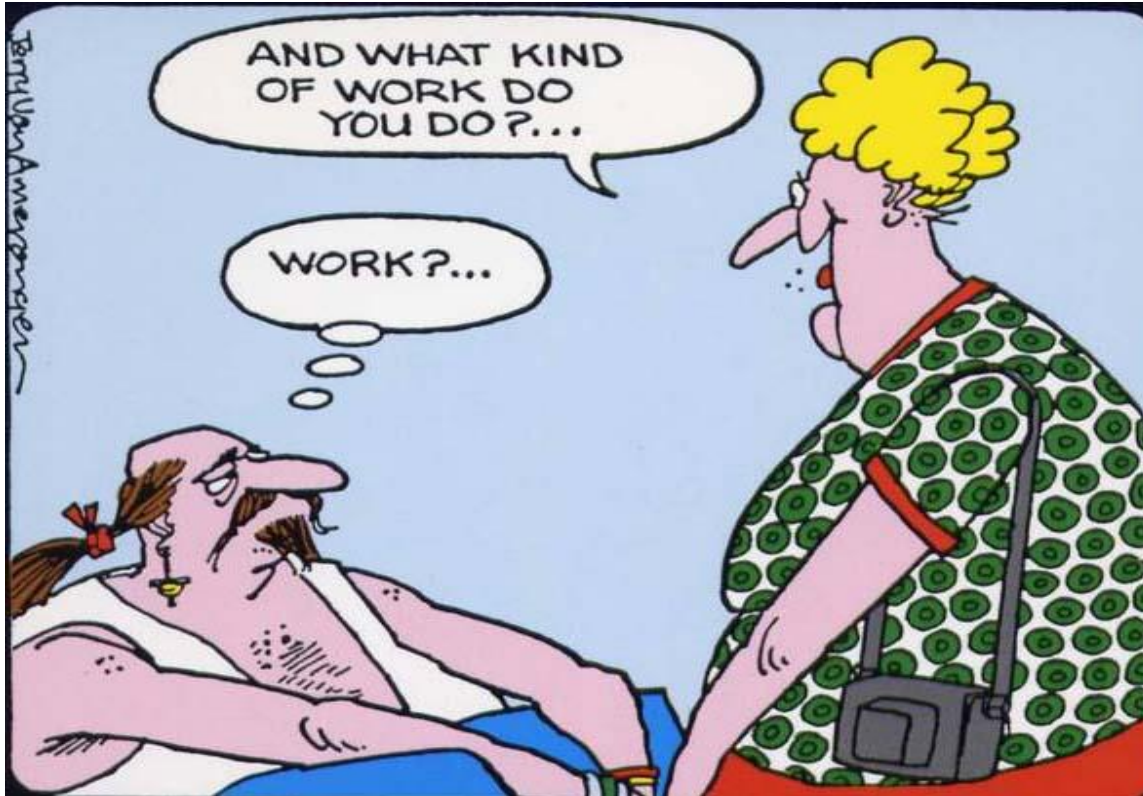


Development and Comparison of Workability Assessment in Europe

and some more...



Disability Assessments and ICF 23-09-2022

Dr. Gert Lindenger

gert.lindenger.lffm@gmail.com

President of the Swedish Physicians Association for Insurance Medicine (LFFM)

Vice President of EUMASS

gert.lindenger.lffm@gmail.com

Challenges

- 1. Service and the digital economy have changed physical work requirements.**
- 2. Aging population stay healthier, live longer and may perhaps also work longer.**
- 3. Psychiatric problems/mental non wellbeing seems to be in a steadily increase...**

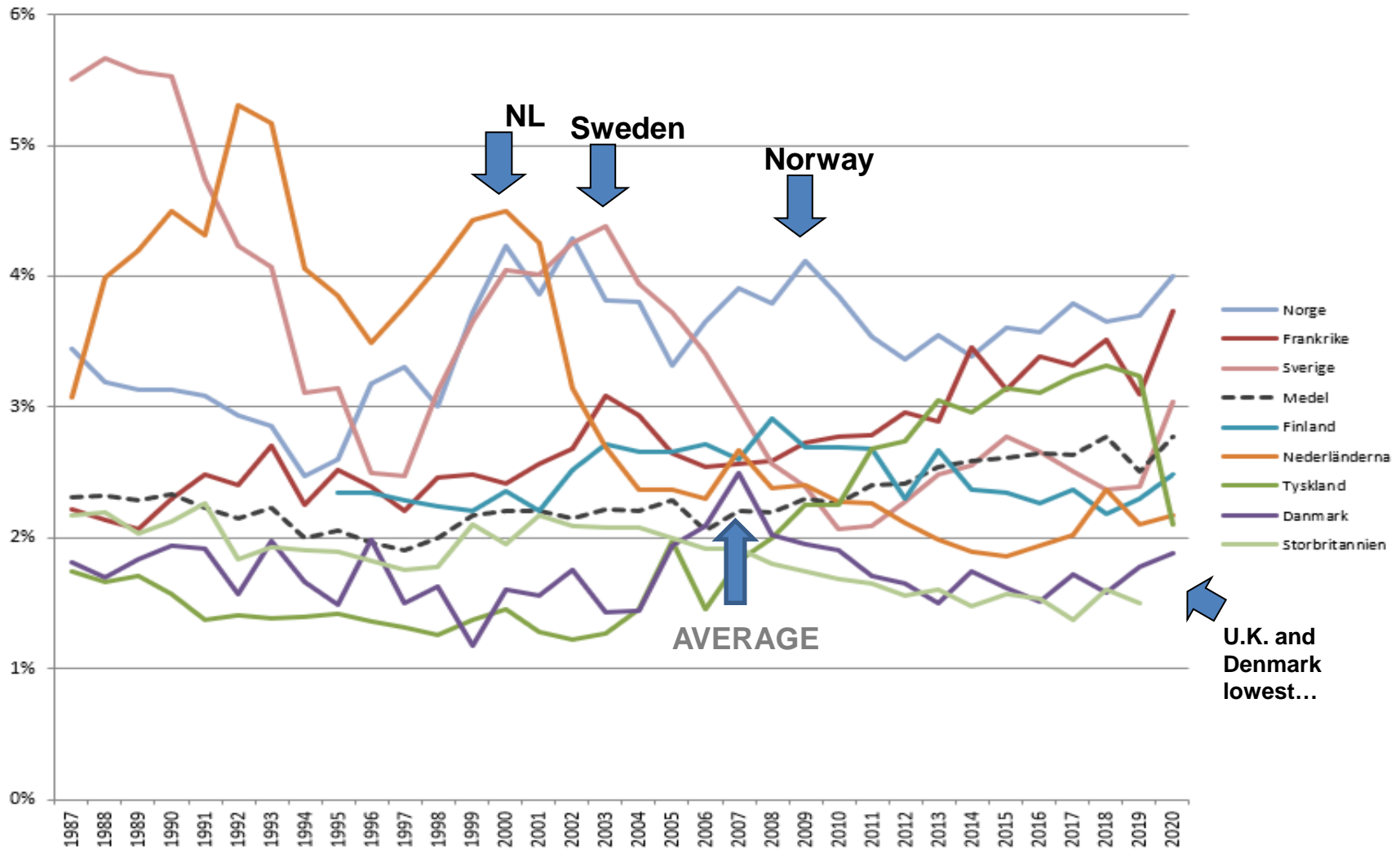
Presumptions concerning insurance

- There are two major perspectives:
the **legal** and the **medical** – and in between is **insurance medicine**.

- **Work ability assessments for medical reasons** have much in common between different countries. However, the outcome of a claim may differ because of different national legislation.

Sick leave in 8 European countries

Percent of employed persons. 1987- 2015.



Source: EUROSTAT Labor Force Survey



What diagnosis constitutes a problem?

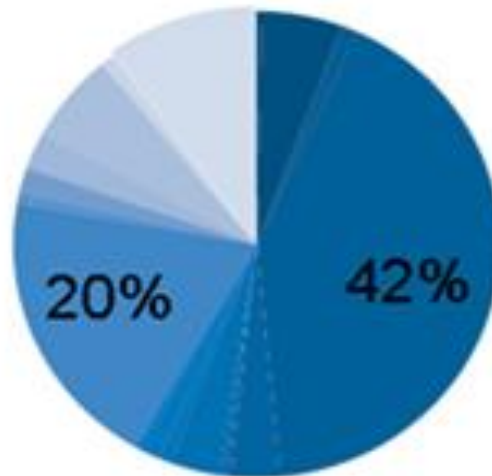
Sweden 2014 - 2020

EUMASS
LFFM



EUMASS
European Union of Medicine
in Assurance and Social Security

Total



Psychiatric

2020: Women 49% / Men 38%

Musculoskeletal

2020: Women 15% / Men 18%

Källa: Försäkringskassan, DoA

- **Obvious and well defined diseases are seldom a problem.**
- **Obscure conditions substitute a problem, especially if mixed with mental discomfort and pain.**

How can we measure?

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



ICF:s

EUMASS
LFFM



EUMASS
European Union of Medicine
in Assurance and Social Security

For "sick listing"

Disability and Functioning

For residual "work capacity"

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...!

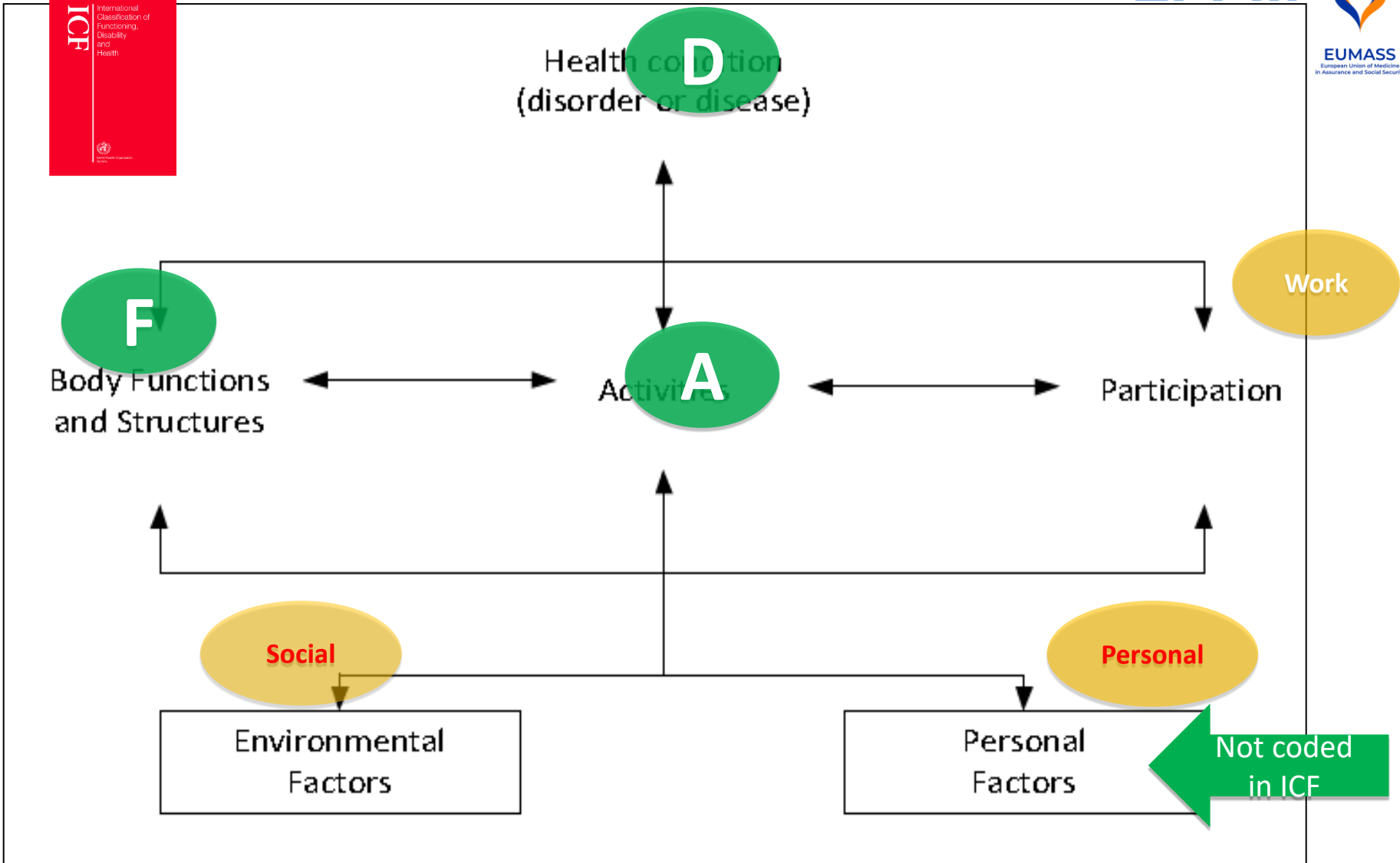
A biomedical or a biopsychosocial model?

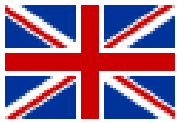
EUMASS

LFFFM



EUMASS
European Union of Medicine
in Assurance and Social Security





The "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.



The Psychosocial Dimension

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

Source: After Sir Mansel Aylwards research,
Amsterdam 131107



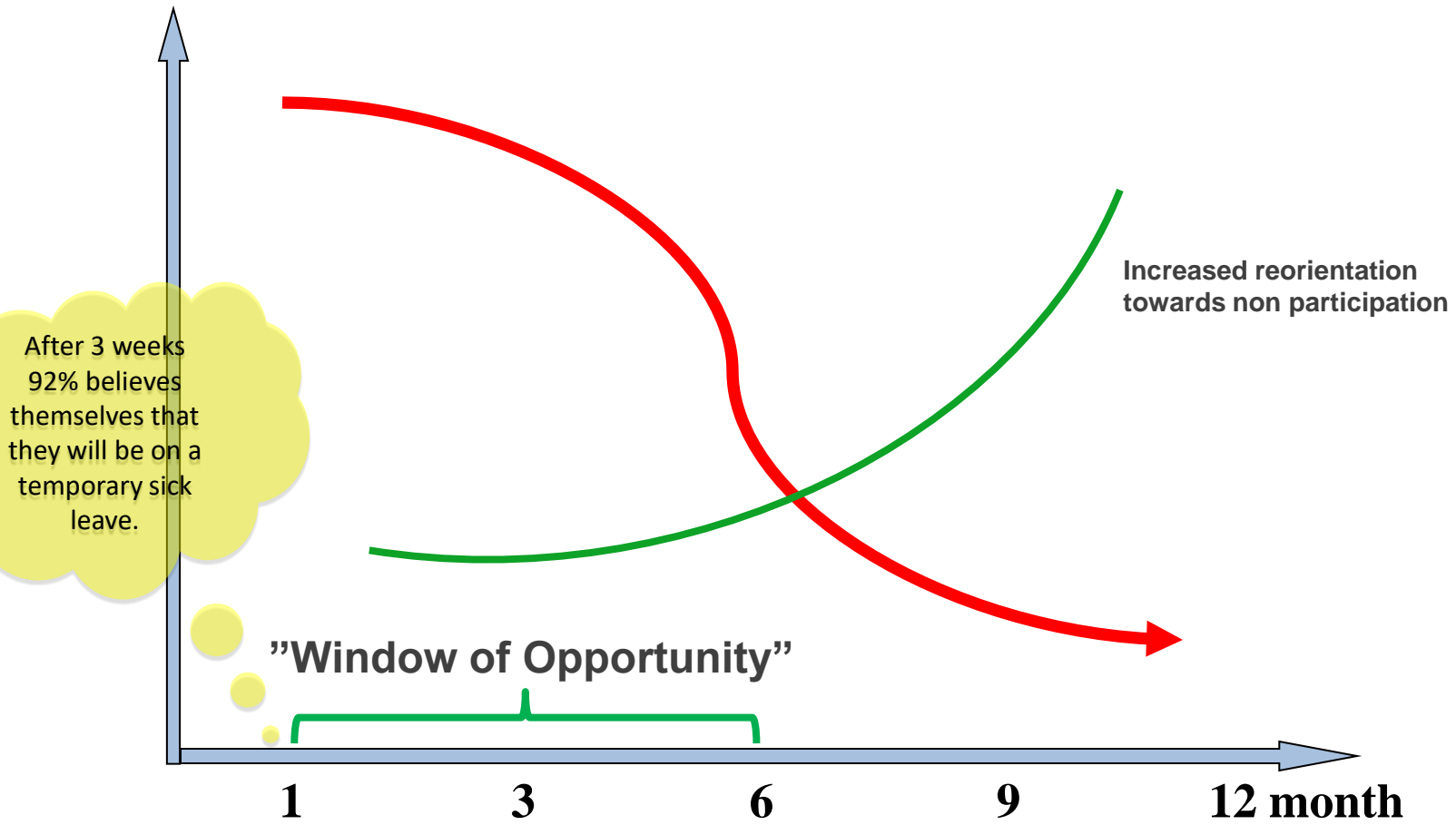
Use of other rating scales in assessment

- **Brief Illness Perception Q'aire [BBQ]**
- **Injustice Experience Q'aire [IEQ] Sullivan M 2002**
- **Pain Catastrophising Scale [PCS-EN] Sullivan M 1995**
- **Patient Health Questionnaire Physical Symptoms (PHQ-15)**
- **SF-12/36**
- **HAD**

Source: Psychiatrist Christopher Bass,
VG Dagen Amsterdam November 2016

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

100 %



What to assess in an assessment?

EUMASS



EUMASS ICF Core-set for Permanent Incapacity. **LFFM**

**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

EUMASS
European Union of Medicine
in Assurance and Social Security

France - Outil d'Aide à la Mise en invalidité

Disability Assistance Tool (AMI)



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

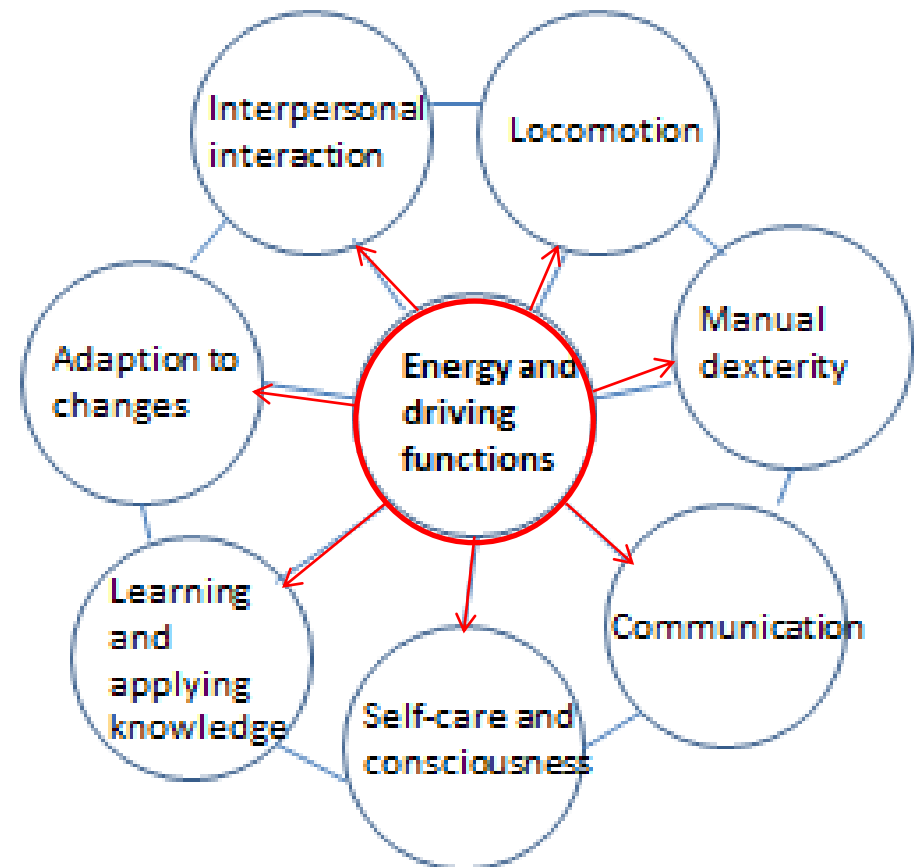


Estonia - Workability circle

- ▶ The assessment is based on 7 domains
- ▶ **7 domains** represent the full specter of person's performance.
The "heart" is energy.

7 domains

Energy is the heart



The Swedish assessment.

Physical

**Involve
mental
activities**

Mixed

d110 Watching

d115 Listening

d155 Acquiring skills

d160 Focusing attention

d210 Undertaking a single task

d220 Undertaking a multiple tasks

d230 Carrying out a daily routine

d240 Handling stress and other psychol. demands

d398 Communication – to express in speech and writing

d410 Changing basic body position

d415 Maintaining body position

d430 Carrying, moving and handling objects

d440 Fine hand use

d445 Hand and arm use

d450 Walking and moving

d498 Mobility, to move to and from a place outside of home

d598 Self-care

d798 Interpersonal interactions and relationships

dxxx

dyyy

Ability profiles in AAA

EUMASS
LFFM



EUMASS
European Union of Medicine
in Assurance and Social Security

Groups of levels of graded activities (deskriptors) related to:

1. **Physical strength and mobility:** 7 activity limitations
2. **Physical endurance:** 6 activity limitations
3. **Vision, hearing, and speech:** 3 activity limitations
4. **Balance, coordination and fine motor skills:** 3 activity limitations
5. **Features of memory, learning and concentration:** 3 activity lim.
6. **Executive function:** 5 activity limitations
7. **Affective function:** 5 activity limitations
8. **Mental stamina:** 3 activity limitations



Activity Ability Assessment (Sweden)

EUMASS

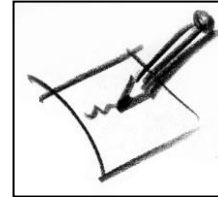
LFFM



1. Medical background



2. The patients description



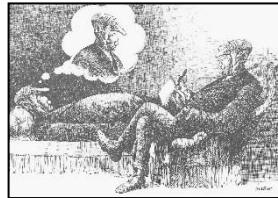
3 Clarifying interview,



4. Physical examination



5. Mental evaluation



6 Optional physical or mental testing?



Profile with AAA descriptors and ICF codes



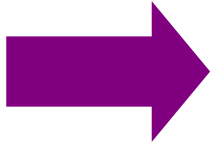


At the Swedish Social Agency

EUMASS
LFFM



EUMASS
European Union of Medicine,
Law and Social Security



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



AAA (Activity Ability Assessment)

EUMASS
LFFM



EUMASS
European Union of Medicine
in Assurance and Social Security

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





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.

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:

- **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.

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:

- **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.

Functional Capacity Evaluation (FCE)

prior

observing safety and manual handling

to the

process.

re not

assessment at

you should this will also abilities.

you have walking shoes.

1106 (page 1 of 2)



Functional Ability Battery test (FAB). NIH U.S. Social Security Administration

EUMASS

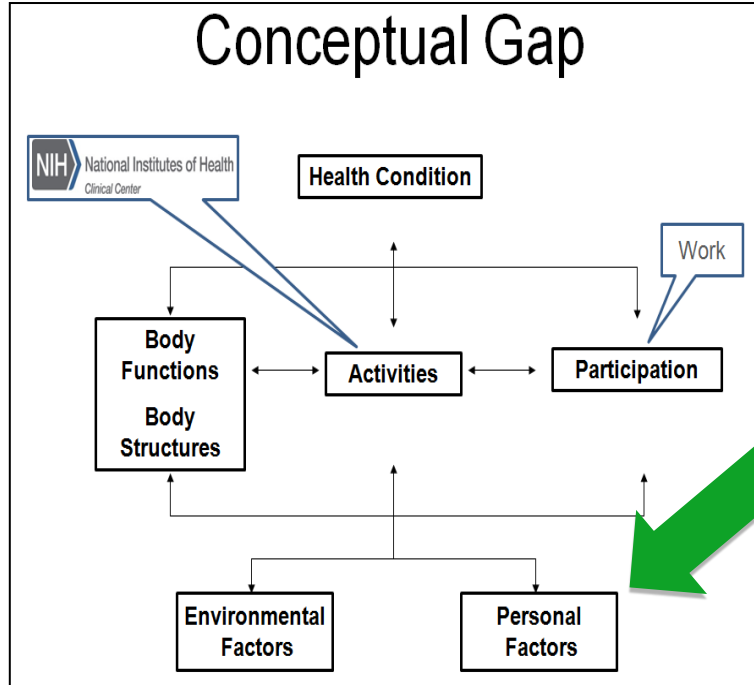
LFFM



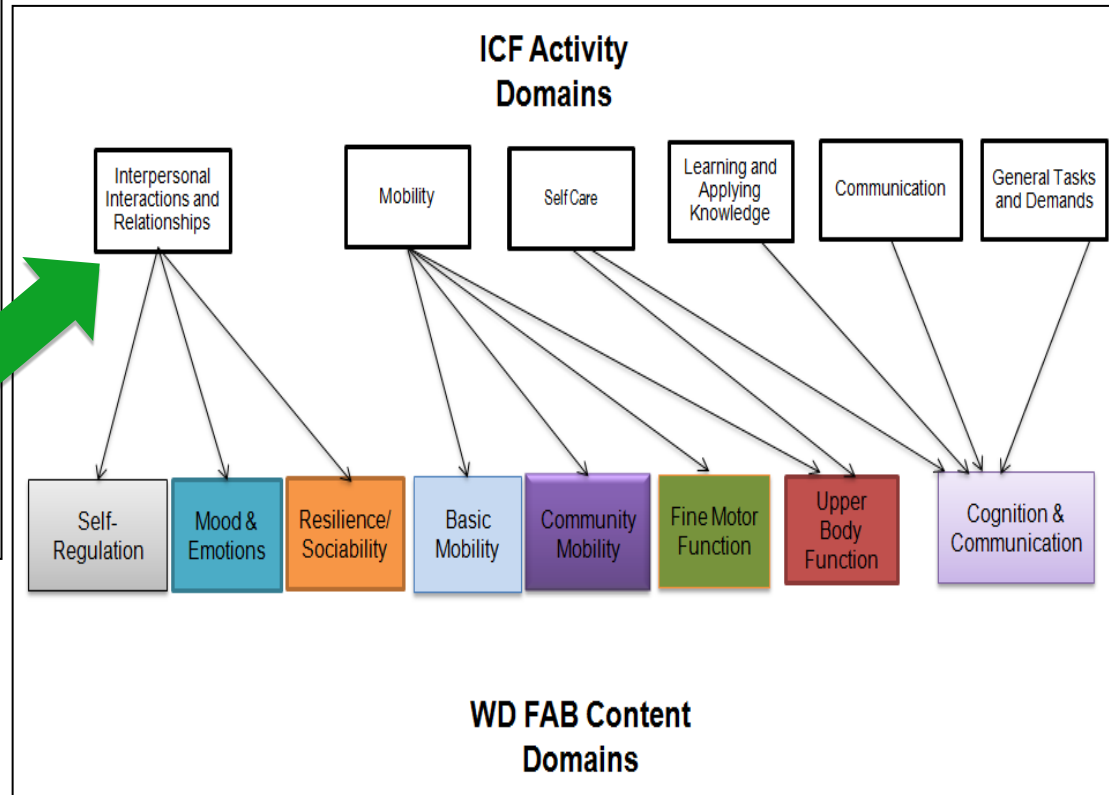
EUMASS
European Union of Medicine
in Assurance and Social Security

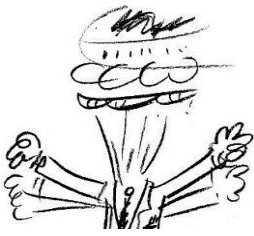
What measures FAB as others do not do...?

Conceptual Gap



ICF Activity Domains





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