

**EUMASS –UEMASS**

**European Union of Medicine in Assurance and Social Security  
Union Européenne de Médecine d'Assurance et de Sécurité Sociale**



# **MULTIDISCIPLINARY ASSESSMENT OF DISABILITY**

**DISCUSSIONS AND BOTTLENECKS IN THE BELGIAN CONTEXT**

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# Belgium: federal state with 4 regions



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# Sickness funds in Belgium

100: ANMC



200: Mutualités Neutres



300: Mutualités Socialistes



400: Mutualités Libérales



500: Mutualités Libres



600: CAAMI



900: SNCB



ANMC	Neutres	Socialistes	Libérales	Libres	CAAMI	SNCB
4.548.711	502.237	3.119.504	572.463	2.091.027	86.600	107.922

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# Involving paramedical staff

2015	FTE
Medical advisers	255,10
Administrativ staff disability evaluation	293,30
Paramedical staff disability evaluation	44,20
Administrativ staff healthcare	293,10
Paramedical staff healthcare	45,40
© NIHDI 2016	

# Involved in 5 different ways

- They take over some administrative tasks needing a medical background
- They make decisions by delegation in well-defined domains
- They make autonomous decisions
- They test people in their specific domains to complete the assessment
- They provide support and accompaniment

# Added values of paramedics

- specific field of competence
- stimulate a non-medical view
- improvement and acceleration of the medical processes
- better and more comprehensive view

*In fact the result of the interdisciplinary assessment is more than the sum of the individual evaluations.*

# Professional qualifications retained are

- Nursing staff
- Physiotherapists
- Clinical psychologists
- Occupational Therapists
- Language therapists

**In the Belgian system, both in the field of health care and incapacity for work, the medical adviser is the final decision maker. The paramedic works on the delegation of a supervising medical adviser. But in some matters taken over by the regions it was decided to give full decision to paramedics in specific matters.**



# Incapacity assessment

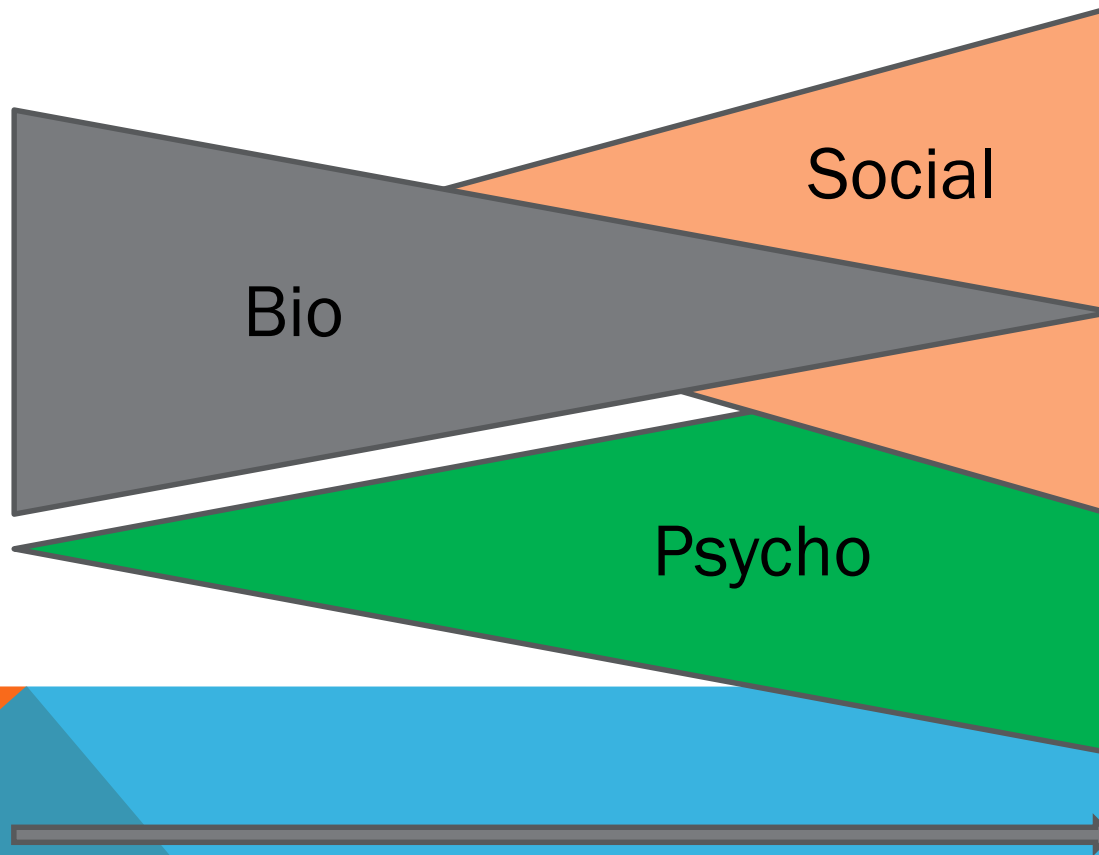
For the paramedic:

- The preparation of the files by a team member either on documents or by a prior meeting with the insured person. Ideally this first contact should be made by a paramedic of the concerned discipline.
- Testing of a specific domain to complete the assessment, for instance:
  - A psychologist will be doing a depression scale of Hamilton
  - A physiotherapist will be doing a functional mobility scale
- The individual support for reintegration

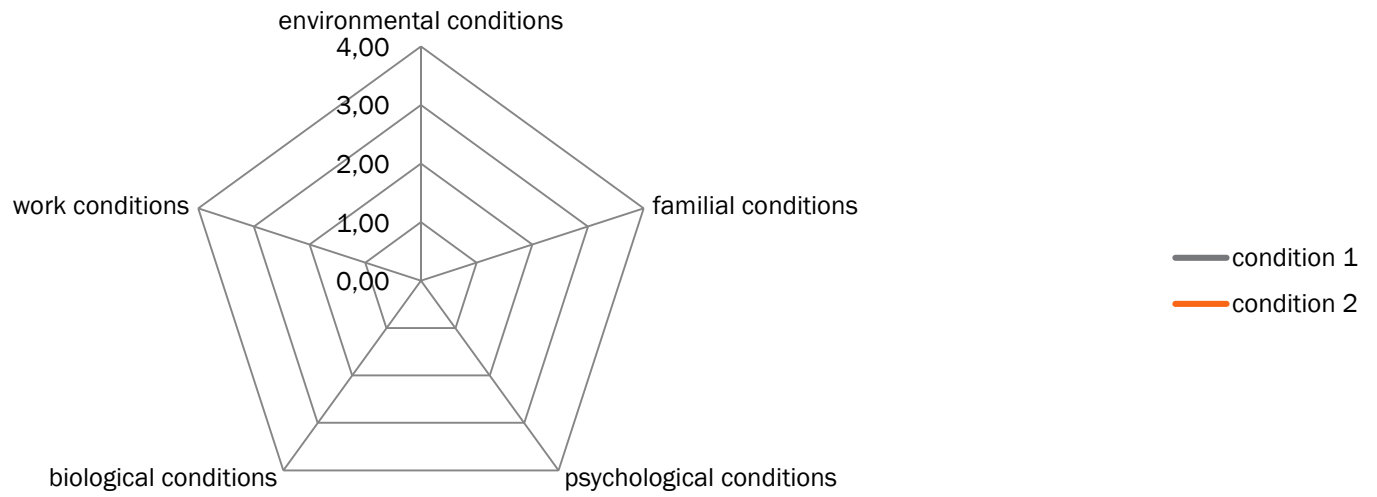
# Challenges for the doctor in the interdisciplinary team

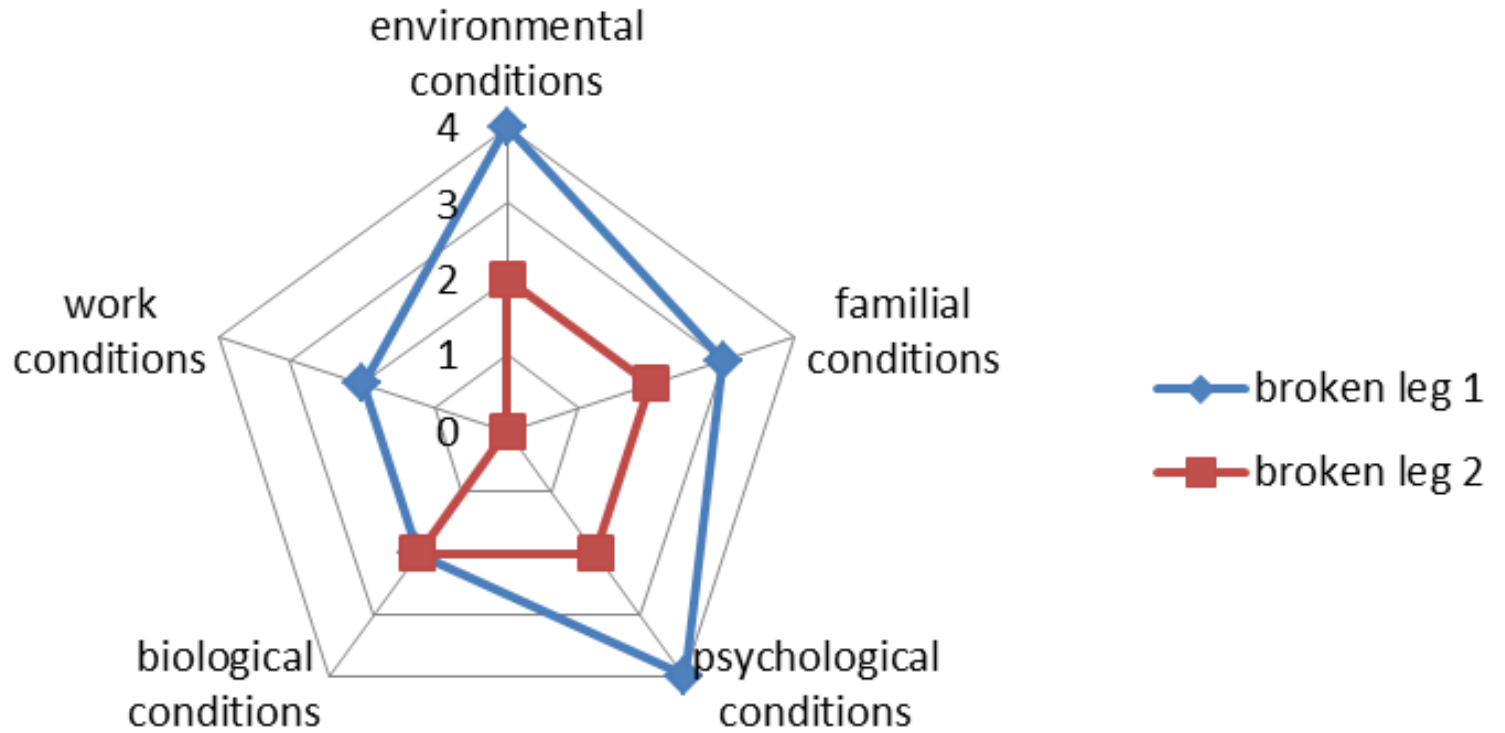
- **Supervisor**
- **Conductor**
- **Expert**
- **Integrator**

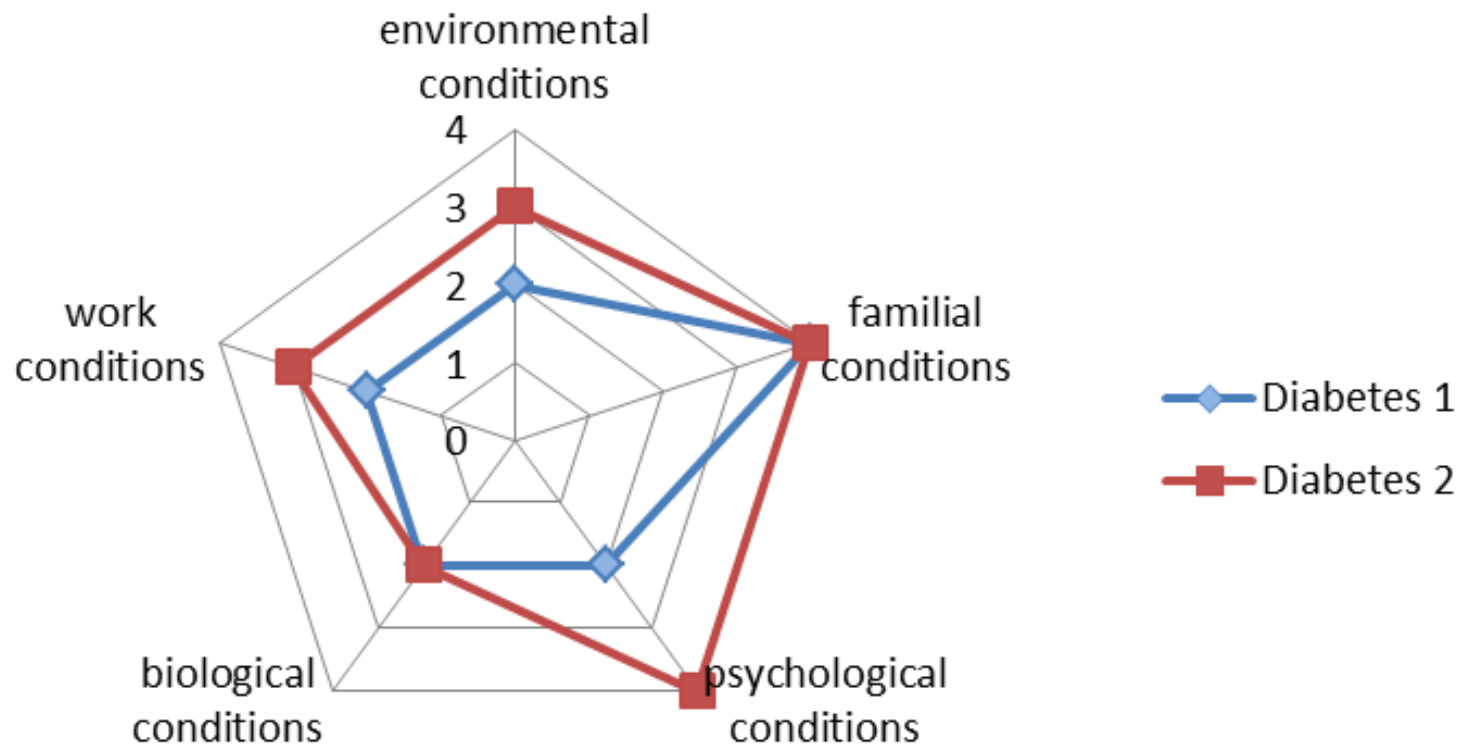
# TO BE OR NOT TO BE AT WORK



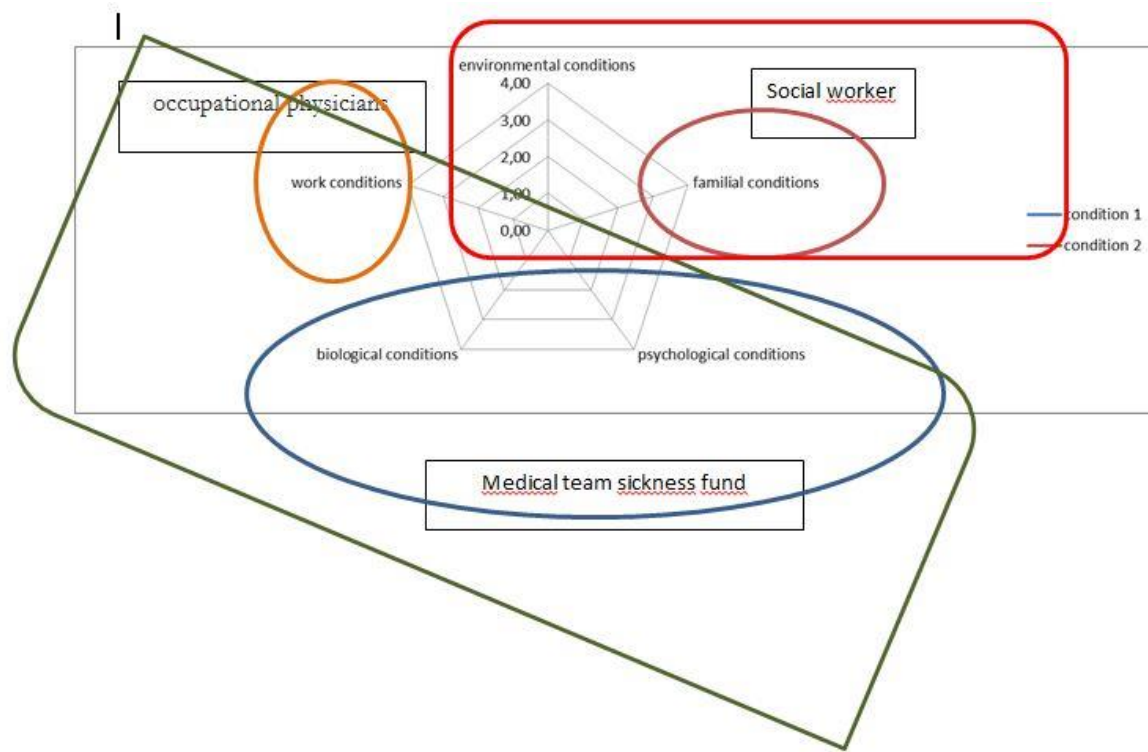
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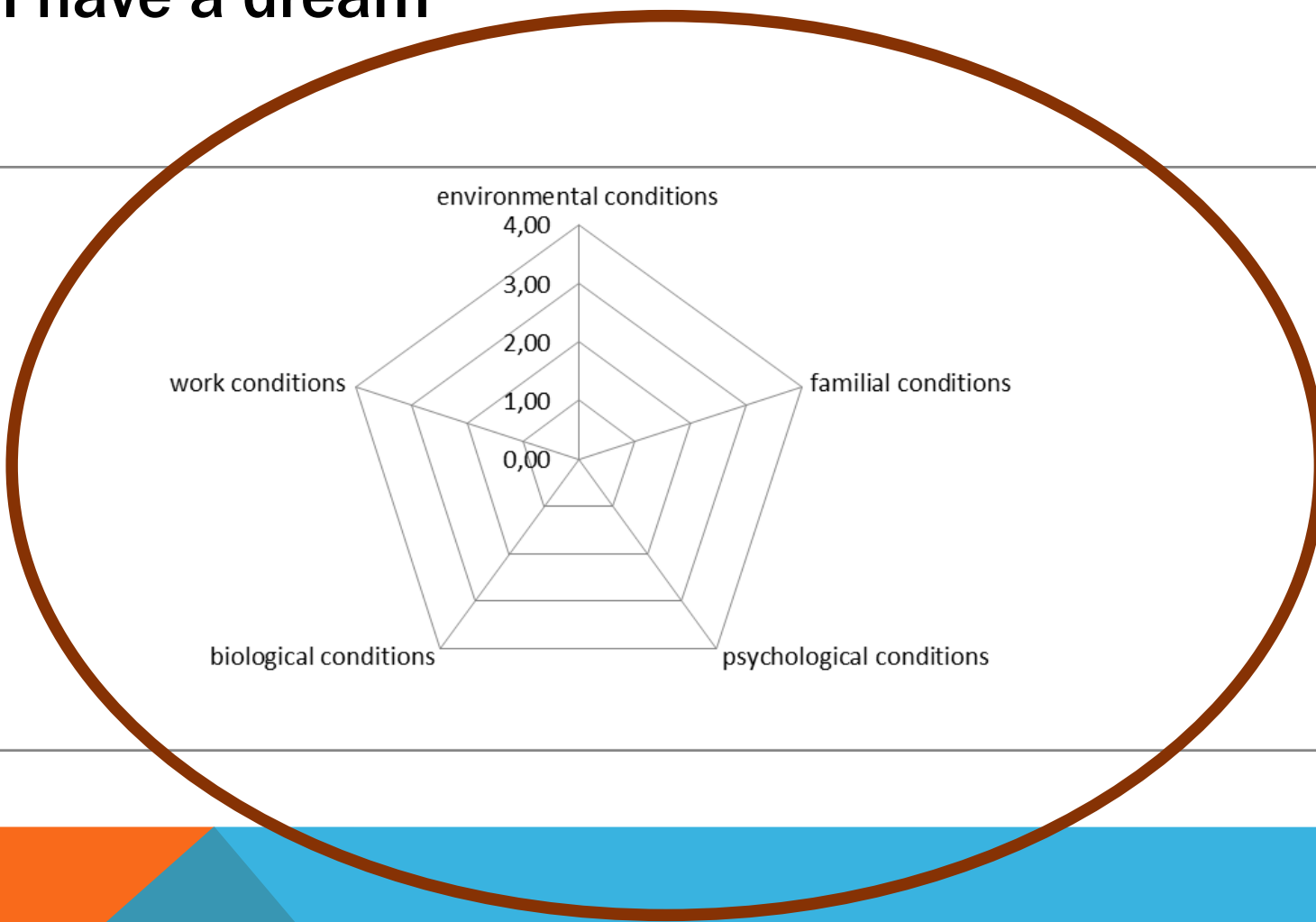




# BELGIAN COMPLEXITY



# I have a dream



2 March 2018





**Thank you for your attention**  
**An example of good practice :**  
**RTW coaching-interventions**

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