

Return to work of sick listed people with burnout:

development and evaluation of a care pathway

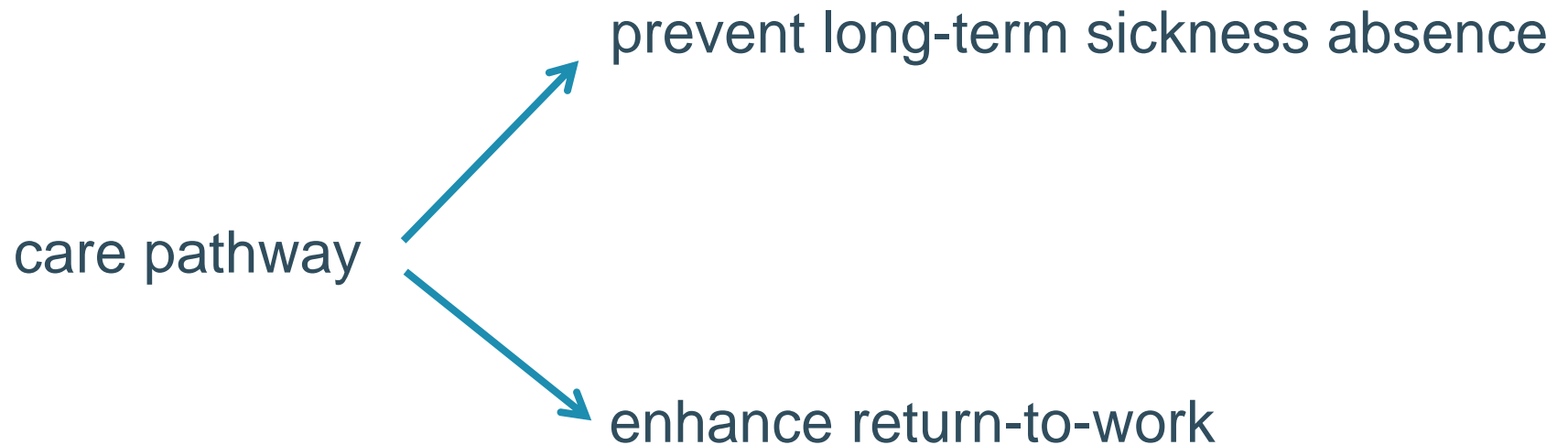
Charlotte Lambregts, Sofie Vandebroeck, Lode Godderis

Centre for Environment and Health, KU Leuven

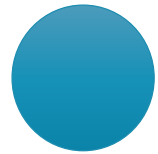
Research support



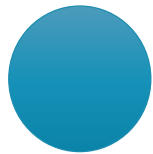
Care pathway



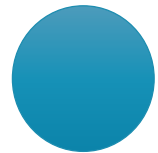
Goals



development care pathway



evaluation care pathway



implementation

Background: return to work

3 - 6 months absence



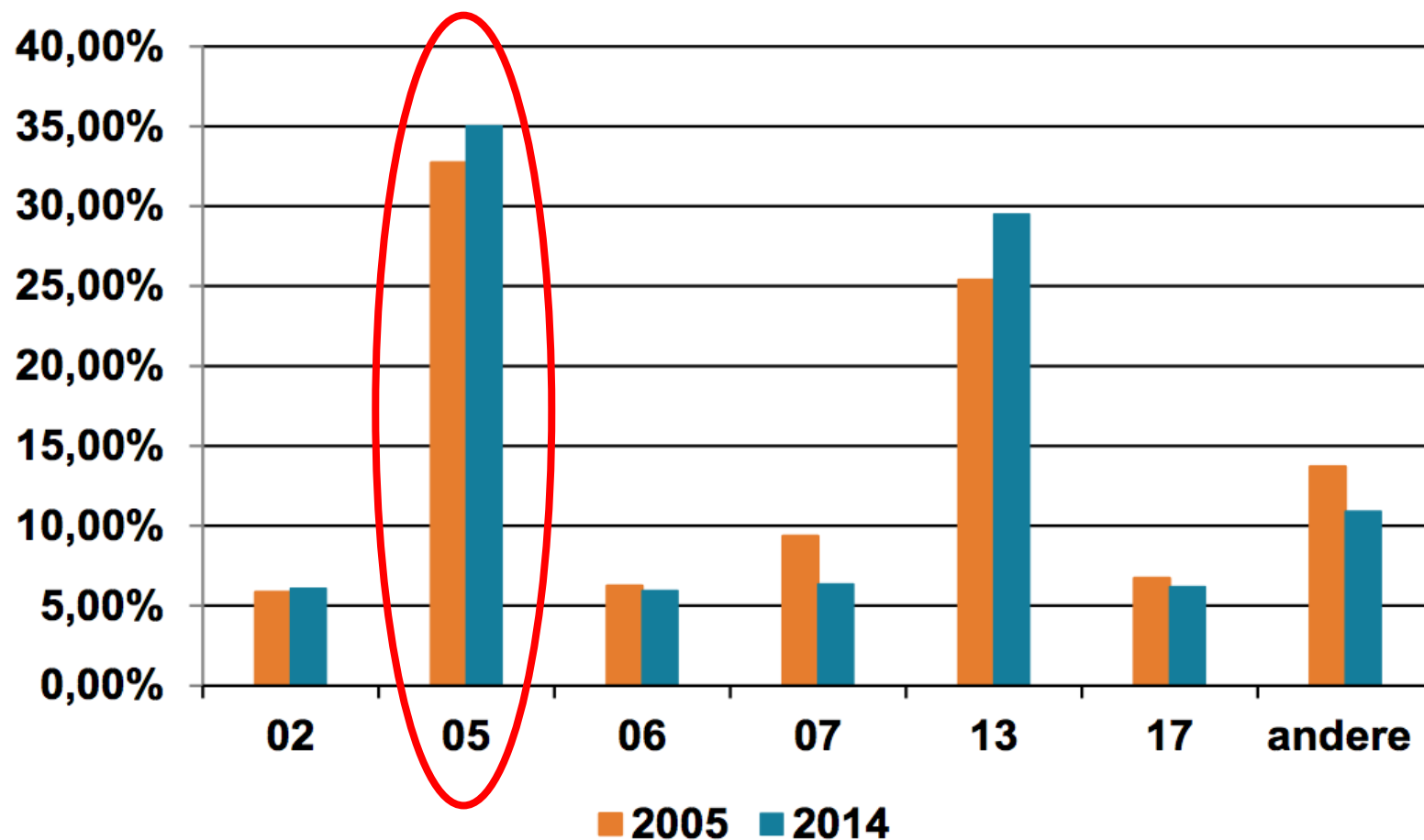
> 1 year absence



European Foundation for Improving of Living and Working Conditions, "Illness, disability and social Inclusion", Employment and disability: Back to work strategies, 2004

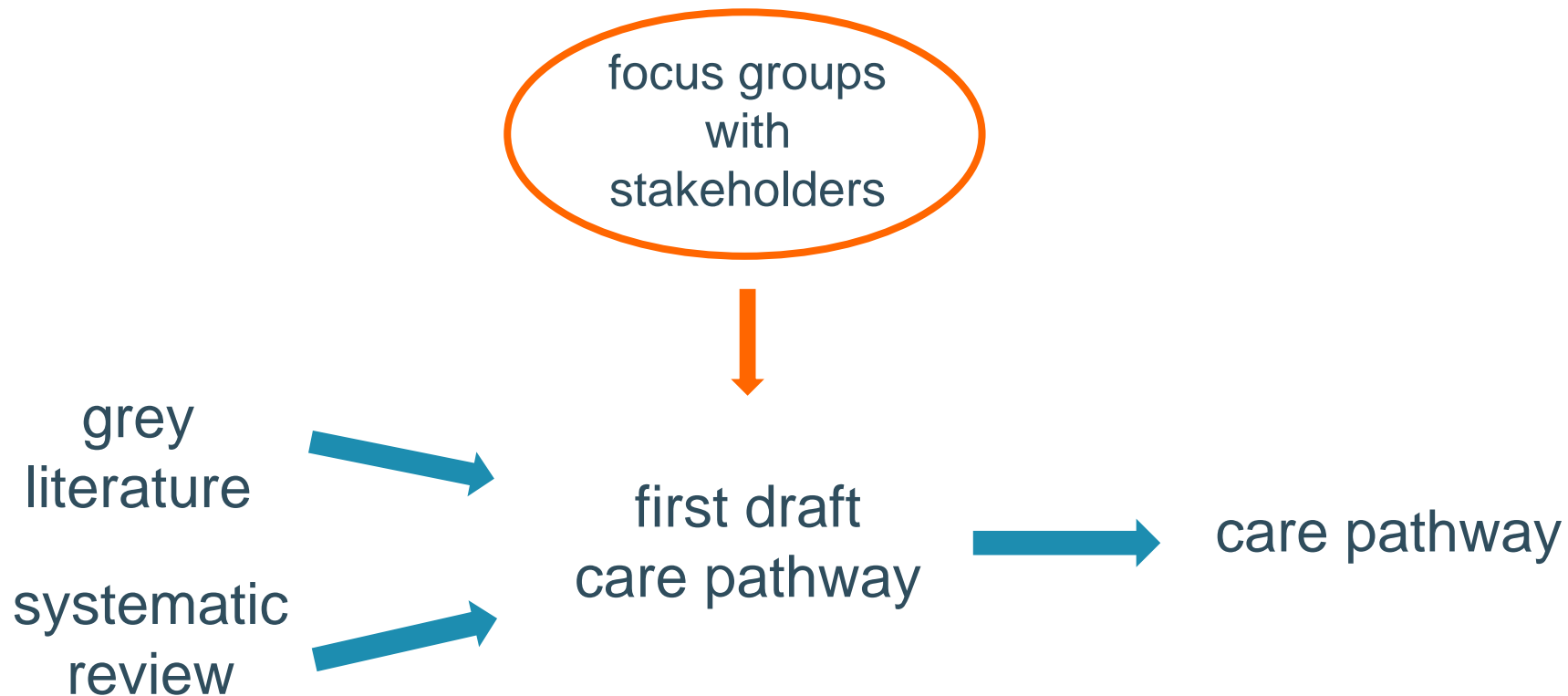
Background

Diagnosis-specific sickness absence > 1 year



RIZIV, Kenniscentrum Arbeidsongeschiktheid

Development



Grey literature

reports (government, conferences, ...)

guidelines

websites

Systematic literature review

Which return-to-work interventions?

Effect on return to work?

Identification

Records identified through database (PubMed, CINAHL, EMBASE, Web of Science) searching
(n=2211)

Records after duplicates removed
(n=1578)

Screening

Records screened
(n=1578)

Records excluded
(n=1521)

Eligibility

Full-text articles assessed for eligibility
(n=57)

Full-text articles excluded, with reasons
(n=47)

- 23 no active intervention
- 17 intervention not specific for burnout
- 3 intervention not specific for employees
- 4 outcome is not RTW

Included

Articles included in qualitative synthesis
(n=10)

Results systematic review

person-directed interventions	5	0
organisation-directed interventions	2	2
combination of both intervention types	3	2



improved return to work

Stakeholders

focus groups:

general practitioners

psychiatrists

insurance physicians

occupational physicians

psychologists

Stakeholders

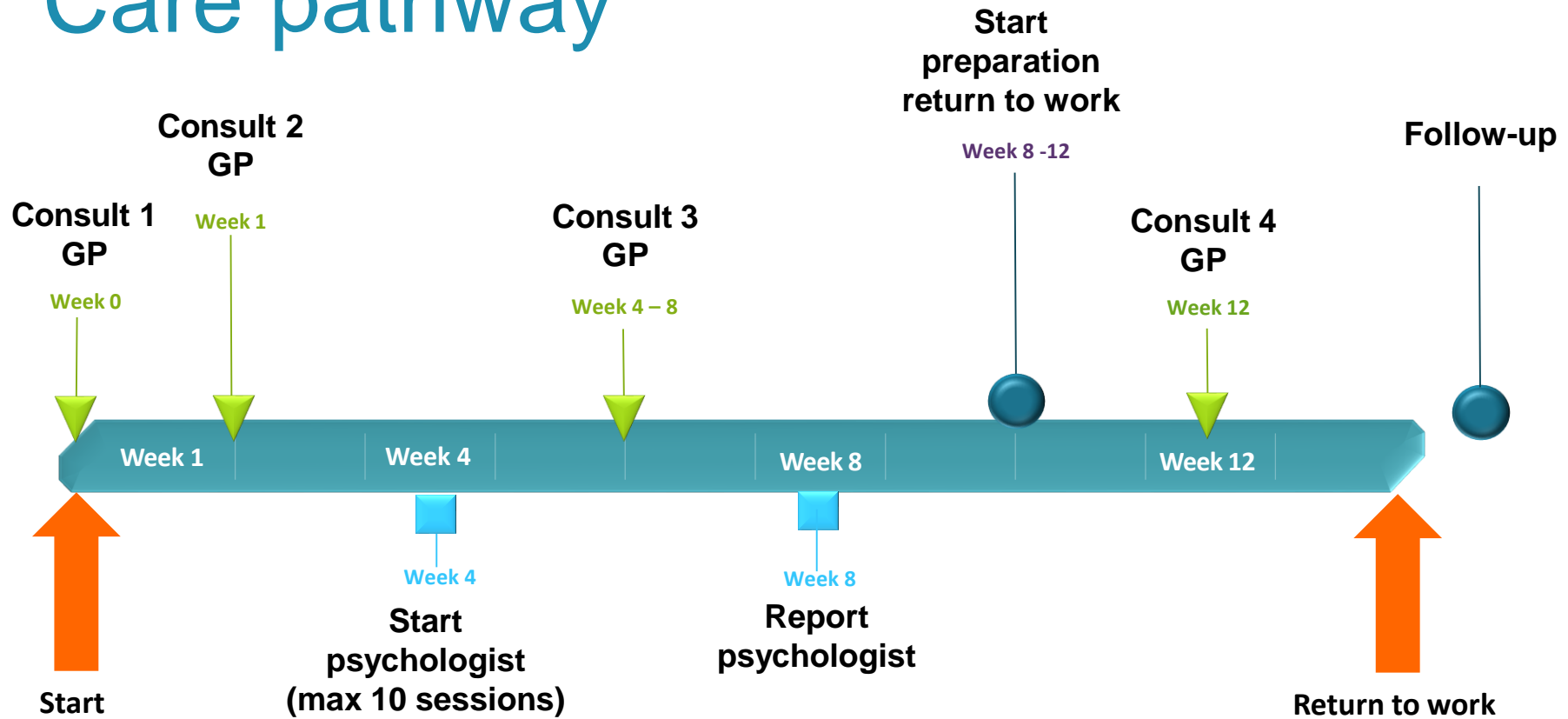
topics:

differentiation burnout – other mental health problems

treatment burnout

role different stakeholders

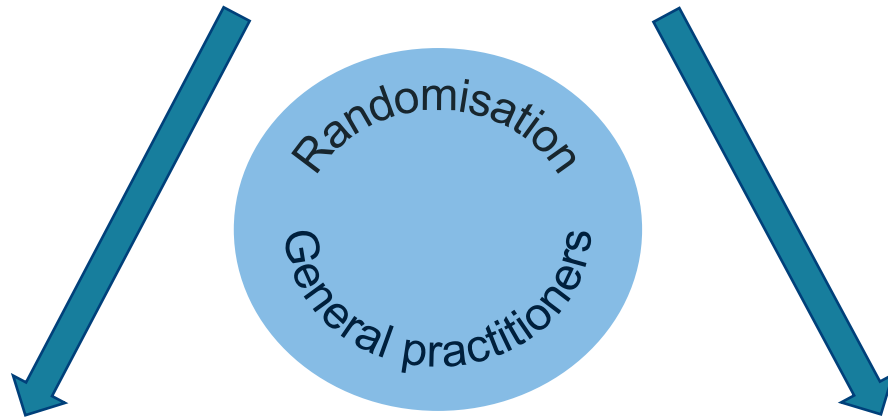
Care pathway



Evaluation

RCT

sick listed people with burnout



intervention

care as usual

Implementation



- Reach
- **E**ffectiveness
- **A**doption
- **I**mplementation
- **M**aintenance

www.re-aim.org

Questions?

lotje.lambreghts@kuleuven.be

Burnout

a three-dimensional syndrome that is characterized by

- high levels of **exhaustion** (the feeling of being depleted of energy)
- high levels of **cynicism** (a distant and negative attitude towards one's job)
- low levels of **professional efficacy** (the idea that one is no longer effective in fulfilling one's job-related responsibilities)

Maslach, Leiter & Schaufeli, 2001