

How to improve incapacity assessment and return to work policy in social health insurance

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Christian Sickness Fund Belgium



Conflict of interest

- ▶ None

Purpose of the study

- ▶ Budgetary constraints social security
 - ▶ Resources in an economically and scientifically justified way
 - ▶ Indicators – improve the incapacity and return to work policy?
- 

Materials and methods

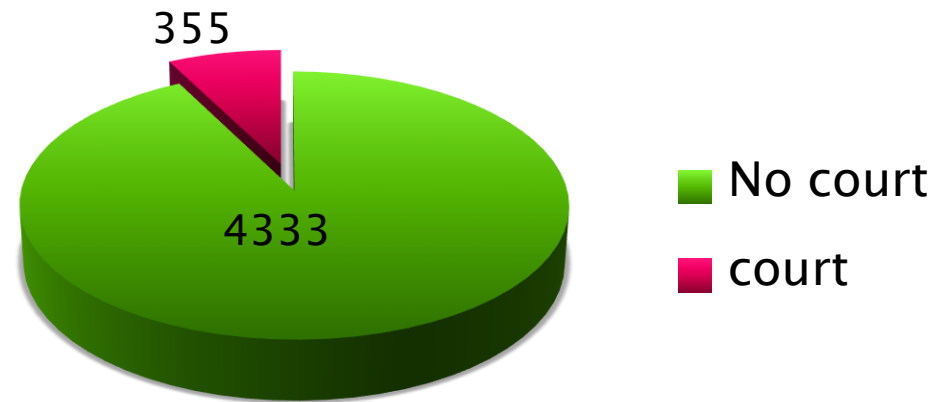
- ▶ Retrospective cohort study
- ▶ Christian Sickness Fund Mechelen, Belgium
- ▶ Imposed work resumption 2000/01/01 –> 2008/12/31
- ▶ Employees



Materials and methods

► Eumass 2012:

- 355 court procedures
 - Female
 - low educated
 - unemployed
 - Two parent family



► Eumass 2014:

- 4333 NO court procedures
 - Indicators ?
- Comparison 2012–2014

Materials and methods

- ▶ manual and electronical archives



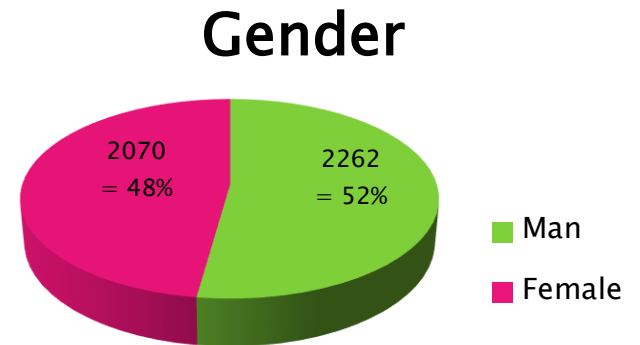
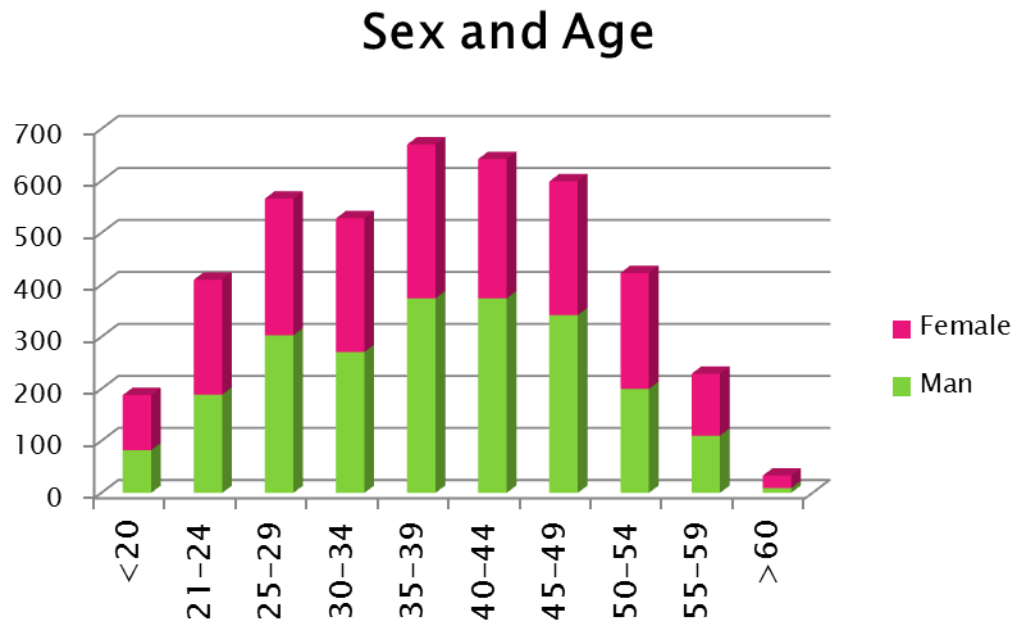
Materials and methods

► Parameters:

- Sex
- Age
- Level of education
- Professional status before incapacity
- Pathology
- Social status
- Duration of incapacity

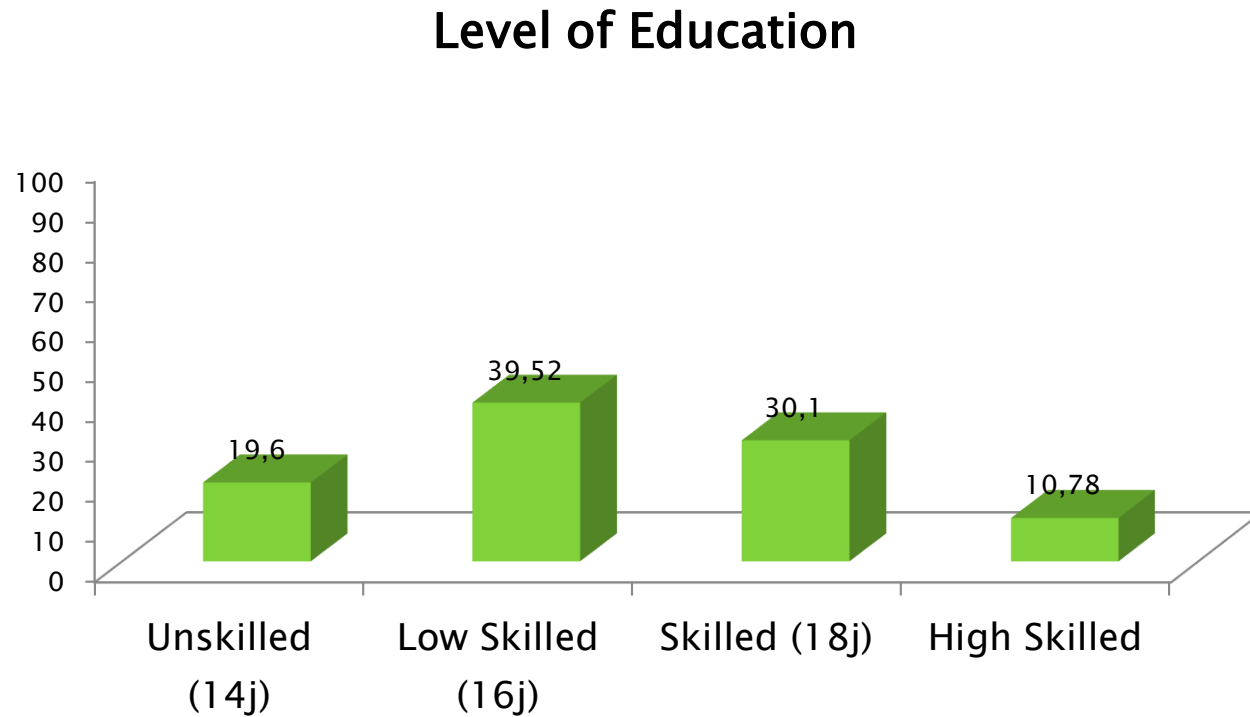
Cohort characteristics

► Sex and age



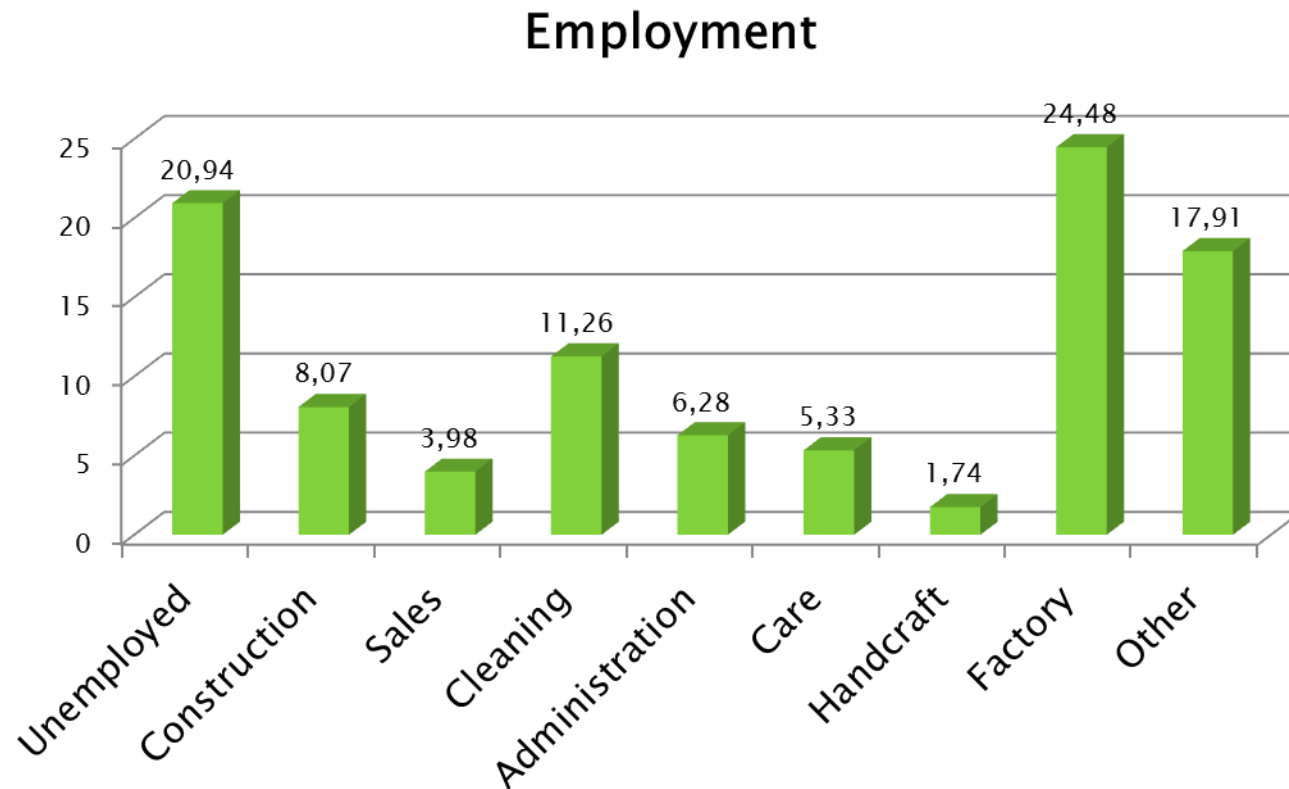
Cohort characteristics

- Level of education



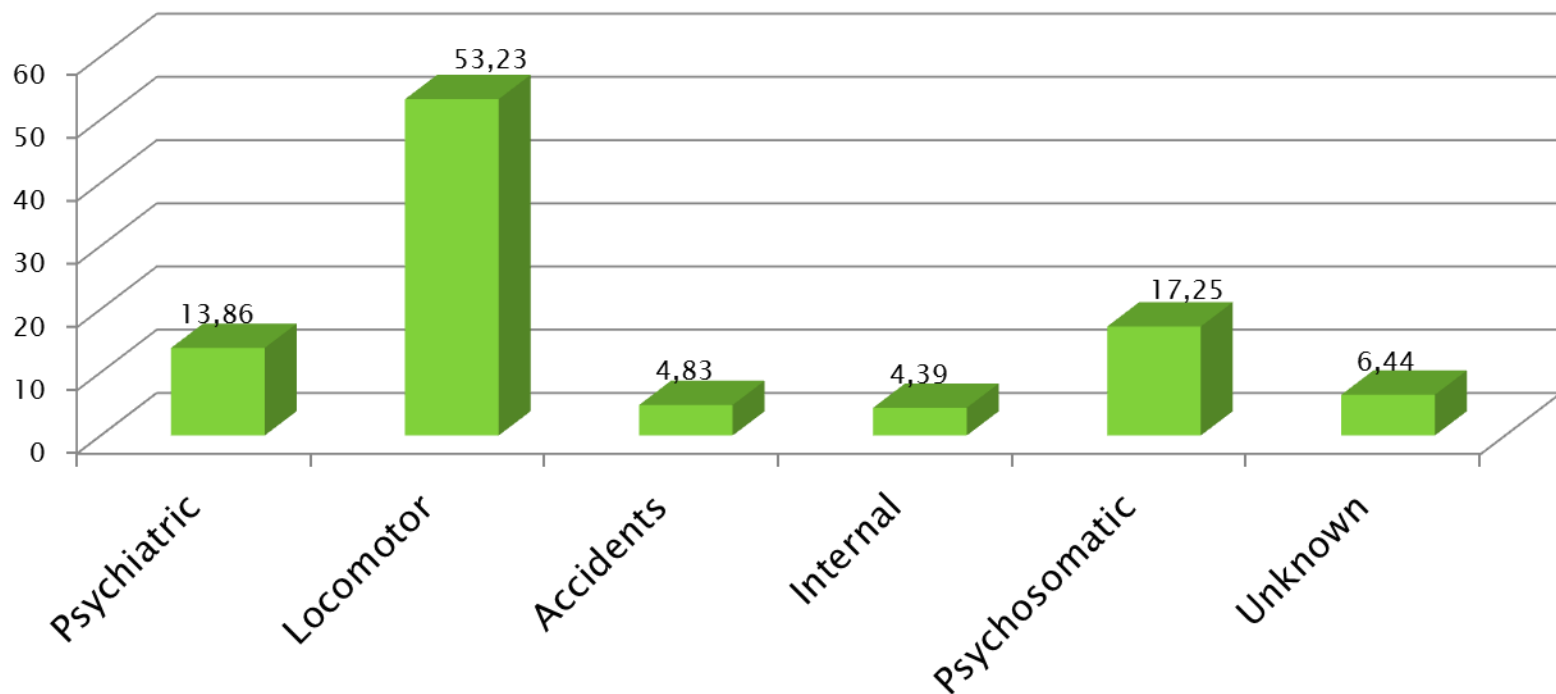
Cohort characteristics

► Profession before incapacity



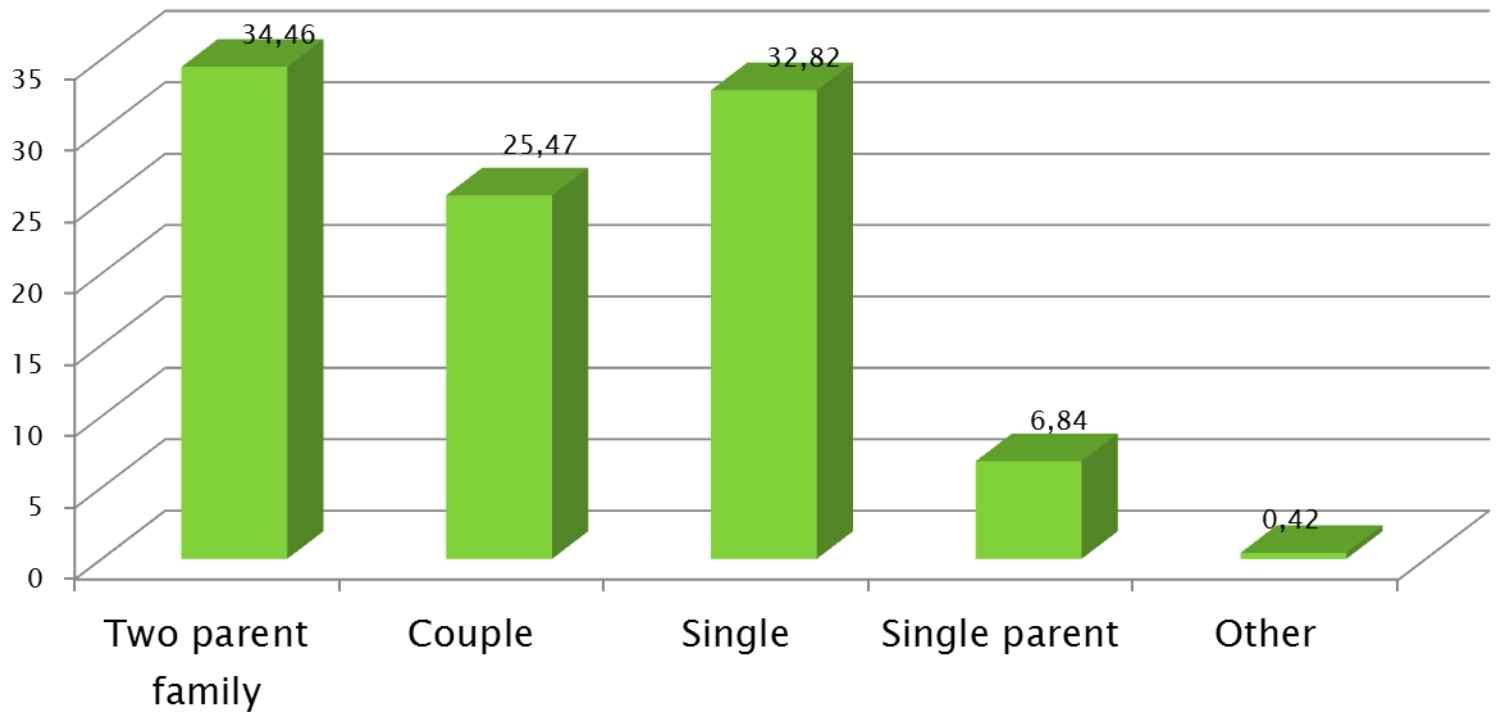
Cohort characteristics

► Pathology



Cohort characteristics

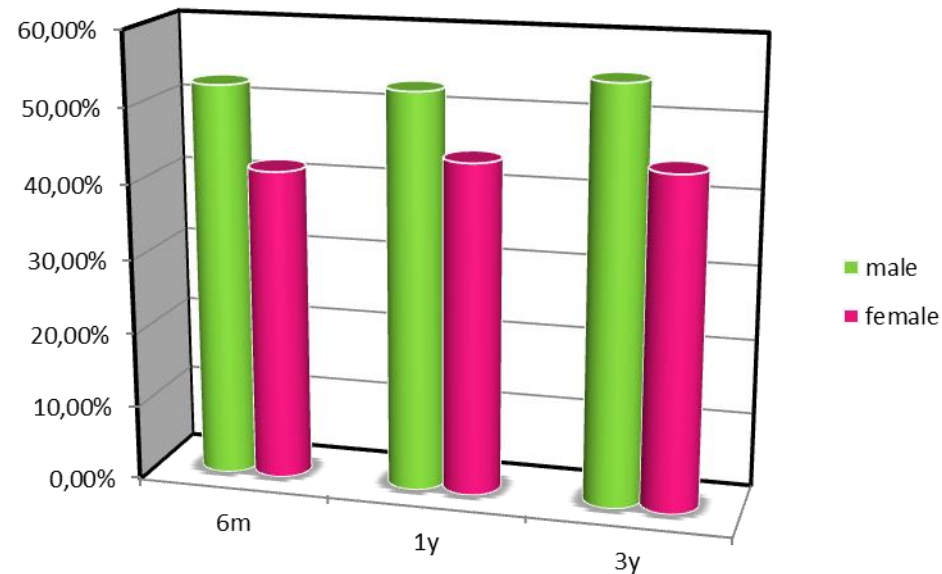
► Social status



Results

- ▶ 4333 patients
- ▶ Parameters
 - 6 months
 - 1 year
 - 3 years

Results: Gender

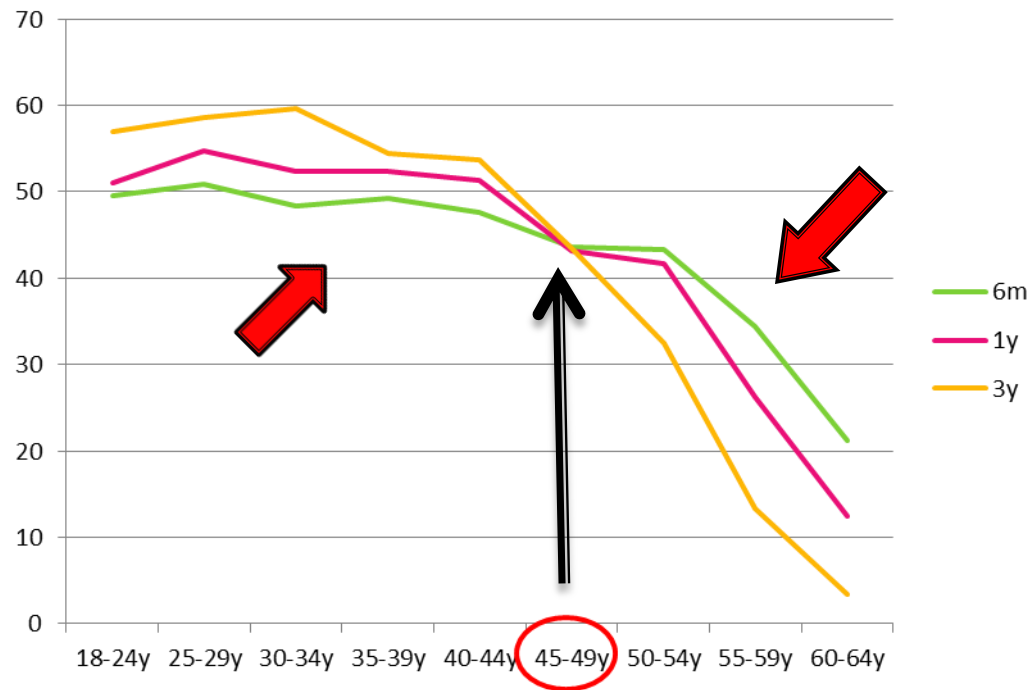


	6md			1y			3y		
	work	no work		work	no work		work	no work	
male	1084 (52,52%)	980	p<0,01	1085 (52,85%)	968	p<0,01	1003 (55,11%)	817	p<0,01
female	939 (41,57)	1320		987 (44,14%)	1249		850 (44,20%)	1073	

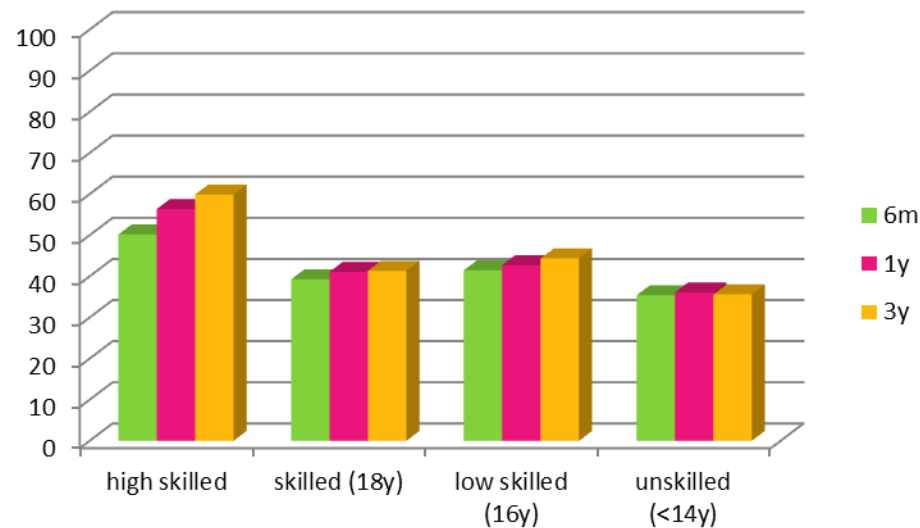
Results: Age

	6m			1y			3y		
	work	no work		work	no work		work	no work	
18-24y	293	297	p=0,0057	300	288	p=0,0129	299	225	p<0,01
25-29y	291	281	p=0,0039	311	257	p<0,01	292	206	p<0,01
30-34y	256	273	p=0,027	273	248	p=0,0051	271	181	p<0,01
35-39y	330	340	p=0,012	349	317	p=0,0024	322	270	p=0,01
40-44y	311	343	p=0,030	333	315	p=0,0079	295	254	p=0,036
45-49y	268	346	p=0,0085	261	344	p<0,01	222	289	p<0,01
50-54y	184	241	p=0,0129	177	248	p<0,01	121	252	p<0,01
55-59y	80	152	p<0,01	61	171	p<0,01	28	181	p<0,01
60-64y	7	26	p=0,0015	4	28	p<0,01	1	29	p<0,01

Results: Age



Results: level of education

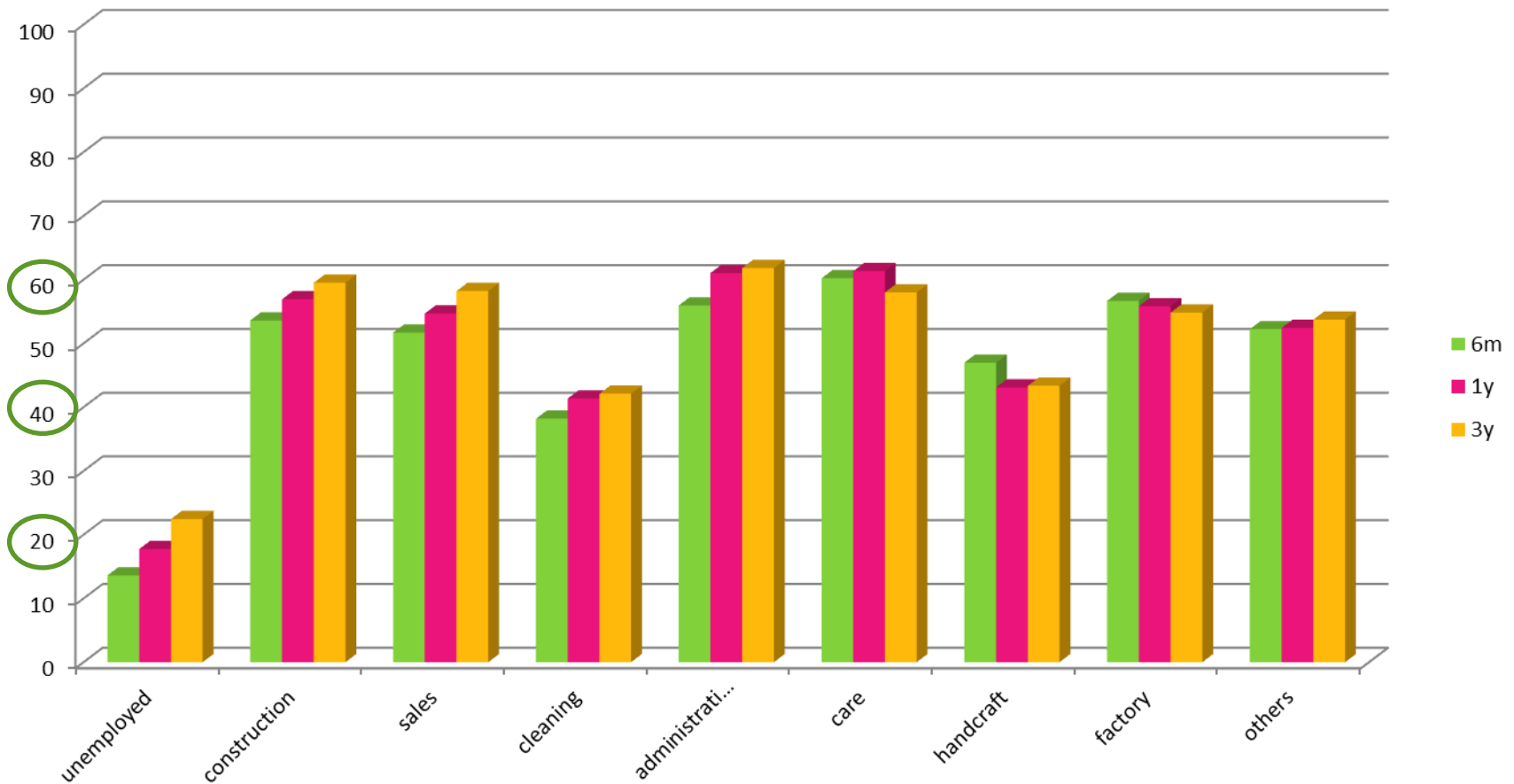


	6m			1y			3y		
	work	no work		work	no work		work	no work	
high skilled	134	133	p<0,01	150	116		130	87	
skilled (18y)	293	453	Cochrane	301	436	none	258	366	none
low skilled (16y)	406	573	armitage trend test	416	557		375	470	
unskilled (<14y)	172	314		174	308		152	275	

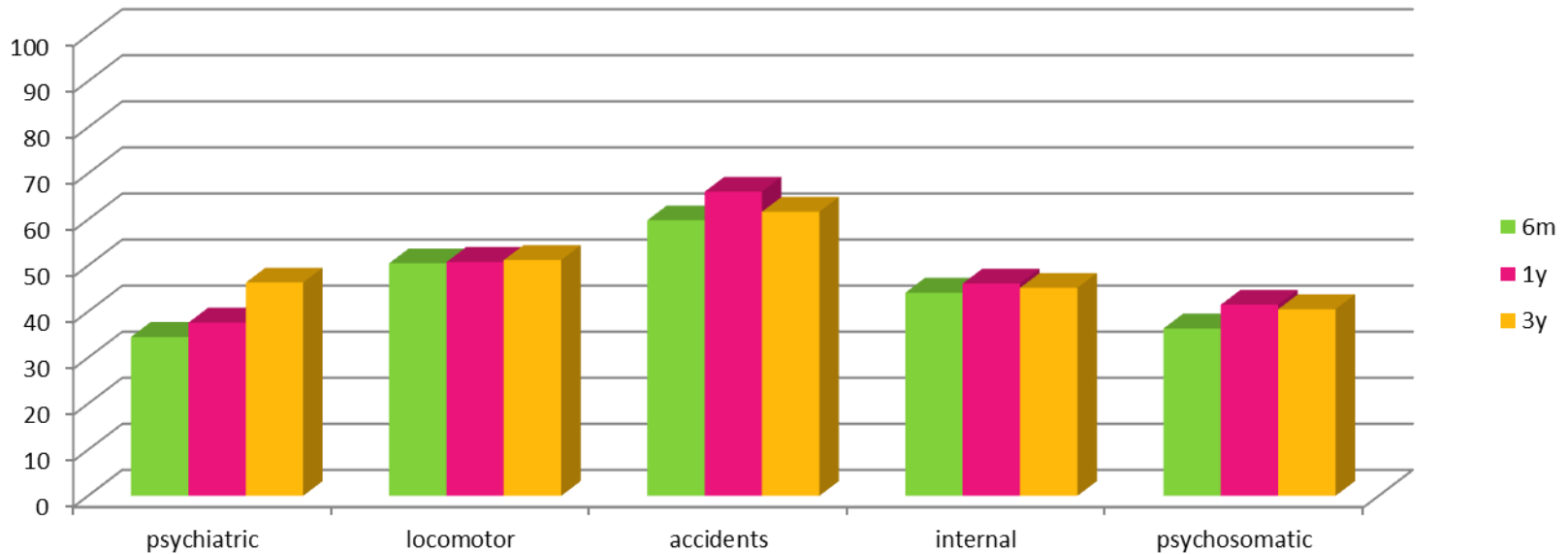
Results: professional status

	6m		1y		3y	
	work	no work	work	no work	work	no work
unemployed	108	686	140	649	152	525
construction	164	142	173	131	163	111
sales	78	73	82	68	71	51
cleaning	163	264	174	142	149	205
administration	132	104	144	92	123	76
care	121	80	122	77	89	71
handcraft	31	35	28	37	26	34
factory	524	401	514	407	456	376
others	419	258	414	256	356	218

Results: professional status

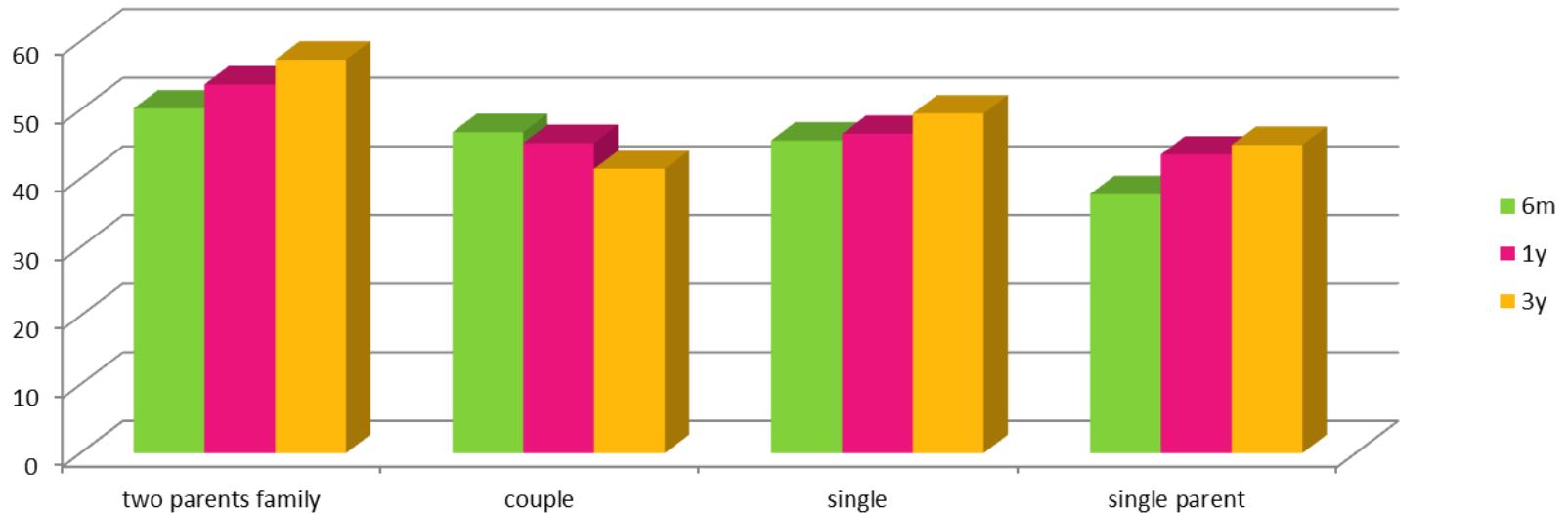


Results: pathology



	6m		1y		3y	
	work	no work	work	no work	work	no work
psychiatric	206	391	223	370	231	268
locomotor	1161	1139	1158	1132	1009	962
accidents	125	84	138	71	119	74
internal	69	121	78	108	62	91
psychosomatic	329	417	342	400	302	367
unknown	132	148	132	145	129	128

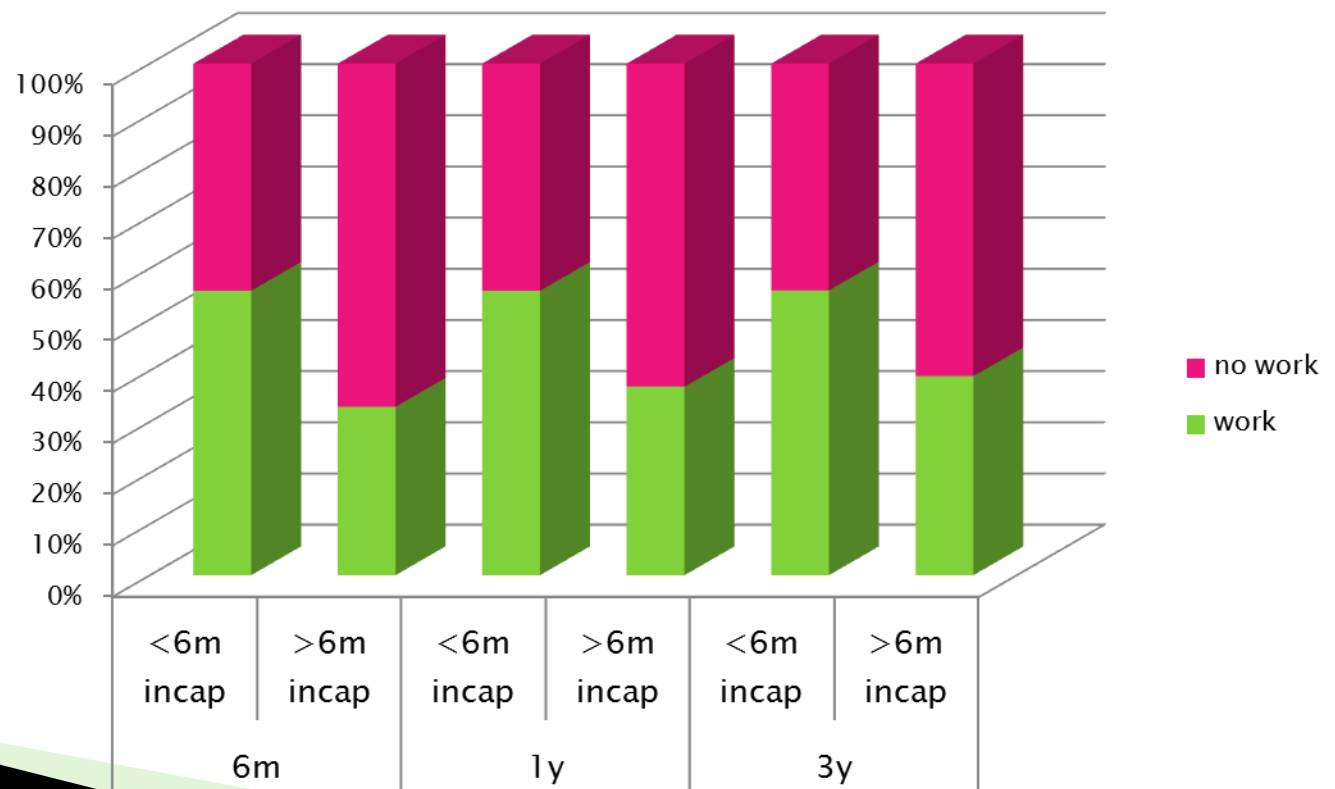
Results: social status



	6m			1y			3y		
	work	no work		work	no work		work	no work	
two parents family	748	742	p<0,01	797	687	p<0,01	728	542	p<0,01
couple	517	589	p=0,0279	495	601	p=0,0016	406	575	p<0,01
single	646	773	p=0,0132	654	752	p=0,0069	613	626	p=0,027
single parent	112	185	p<0,01	127	165	p=0,011	110	135	p=0,017

Results: duration of incapacity


duration of incapacity	6m	1y	3y	
	p<0,01	p<0,01	p<0,01	Wilcoxon Two-Sample test



Results

- ▶ 'At risk' for legal procedures
 - Comparison 2012–2014
 - Female = male ($p=1$)
 - 45 year = turning point !
 - Singles with children ↑
 - level of education, pathology and profession before incapacity (Cochrane armitage trend test <0.01)
 - highly skilled ↓
 - accident or psychosomatic pathology ↑
 - Handicraft ↑

Conclusion 'no court procedure'

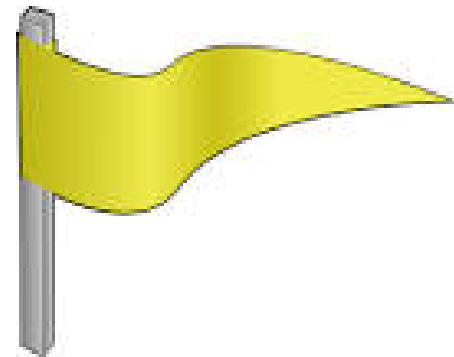
- ▶ Men > women return to work
 - ▶ 45 year = turning point !
 - ▶ Couples with children > single people with children
 - ▶ highly skilled > the uneducated
 - ▶ Psychiatric and psychosomatic pathology ↓
 - ▶ unemployed, the cleaning workers and the handicrafters ↓
 - ▶ the duration of incapacity
- 

Indicators 2012 versus 2014

	study 2012	study 2014
statistically negative indicators	female	female
	low skilled	low skilled
		duration of incapacity
		45 years +
negative influence	unemployed	unemployed, cleaning workers
	psychosomatic disorders	psychiatric and psychosomatic disorders
statistically positive indicators	two parent family	two parent family

Conclusion

- ▶ From 355 to 4333
- ▶ Return to work policy
 - females
 - 45+
 - single parents
 - low skilled
 - psychosomatic pathology
 - unemployed
 - cleaners
 - handicraft
- ▶ Court procedures: many comparable indicators



Tack för er Uppmärksamhet

