

No use of time-off in Acute Coronary Syndrom

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- ***presenteeism; sickness presenteeism***

The action of employees coming to work despite having a sickness that justifies an absence

= forgoing the benefits of paid sick leave

= no use of time-off

Issues & questions...

- 1°) Importance of the event ?
- 2°) Why no use of payed time-off?
- 3°) Harming the patients?
- 4°) Profile of the forgoing patient?
- 5°) The correction could it be sustainable by the health fund?

From a main study on Return To Work in ACS

- Patients with a first hospitalisation for ACS
- Event between 1.9.2011 and 30.4.2012



No resort to benefit (time-off) when available

- # 1°) Computerized request of patients with
- opening ACS
 - no time-off when eligible (not retired)

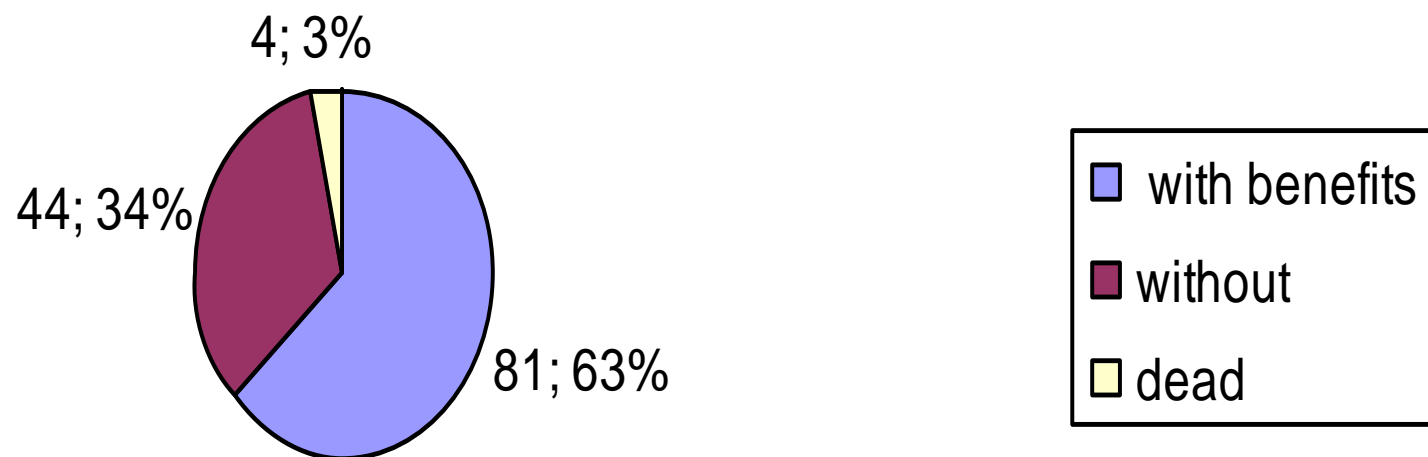


2°) Phone enquiry



- - RTW?
- - Why not asking for a time-off?
- - If you had know it was possible, how long would you have leave?

distribution of 129 ACS patients according to benefit resort



Why not to ask for benefits ?

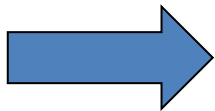
• CAUSE	<i>FRAME OF MIND</i>	n=
• Ignorance	<i>Neither heard of that!</i>	10
• Domination	<i>No need of that !</i>	15
• No prescription	<i>The Dr said....</i>	6
• Not working	<i>So no need</i>	2
• Desinfomation	<i>They told me I was out...1</i>	
• Unclear		10

SIGNIFICANT FEATURES

	O Benefit	Benefit +	$p =$	test
Craftmen Traders	13 (29.5%) /31(70.5%)	40(49,4%) /41 (50.6%)	0.032	X2
Income	35293€ ± 54696	16945€ ± 20923	0.008	variance
Length of rest before RTW	12,23 ± 15 days (n=30)	102,47 ±103.9 days (n= 81)	<0.0001	variance

Expected sick leave length

- **Question to the no benefit patients:**
« If you had known it was possible to have paid sick leave, how long would you have asked (or suggested?) »
- Declared 12.37 days
- observed 12.23 days



NO HARM TO THE PATIENT

And the answers are..

- 1°) Importance of the event ? **Yes 1/3**
- 2°) Why no resort to benefit? **miscellaneous**
- 3°) Harming the patients? **NO**
- 4°) Profile of the no resorting? **Empowerment**
.... Or « wealthy merchant »
- 5°) The financial correction could it be sustainable par the fund? **+ 1.5% Yes**

Rate of resort of some benefits

	COMPLEXITY	% of no resort
- RSA Activité (benefit for go & back from work)	****	68%
- RSA Socle (not working any cause)	***	36 %
- CMU (Auxilliary health coverage)	**	24%
- APA (Elder disabled patient fund)	**	20%
- A . Logement (housing benefit)	*	9%

Absenteeism / presenteeism

Both side of a same stress

ABSENTEISME =1day *

- Pain
- Disability
- Tiredness

/PRESENTEISME =23* days

- Setting an example
- Narcissism
- Empowerment
- Assistance
- Company solidarity
- Necessity

*Dewa C&al *Social Science and medicine*
51,2000

Conclusion

- A no paid sick leave situation may be associated with life – threatening conditions.
- The no paid sick leave is devoid of financial harm on the patient , in the model.
- Other studies are necessary to target the consequences with other pathologies .