



# DISCLOSING CONFLICTS OF INTEREST

## Faculty Disclosure

V	No, nothing to disclose
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# RETURN TO WORK AND ITS DETERMINANTS

## The new tools to follow the sick leaves

Dr Tatiana Legkobyt

medical advisor of the local health insurance fund of Paris' Region  
France

# Outline

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- French Social Security system
- Health insurance medical control services and the follow-up of sick leaves
- First tool - « Consumption during sick leave »
- Second tool - « Fraternal exchange « extended sick leaves » »
- Conclusion

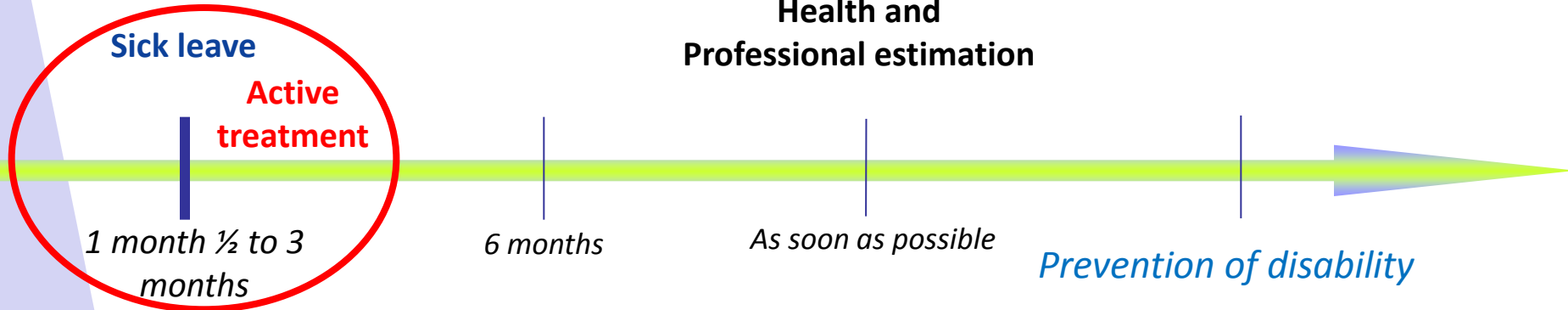
# Follow-up of sick leave (1)

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- Why?
  - Daily cash benefit - 6,4 billion euros in 2011
  - 50% people on sick leave for 6 to 12 months never get their job back
- Who?
  - Health insurance medical services
  - With the main actors (GPs, social workers, occupational physicians)

# Follow-up of sick leave (2)

PRESCRIBING PHYSICIAN



MEDICAL ADVISOR

- ⇒ The early reporting if difficulty to return to work
- ⇒ For professional redeployment

Social  
Workers

Occupational  
Physician

With User's agreement  
Contact Prescribing physician  
and Occupational physician

# « Consumption during sick leave »

## *Presentation*

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- Computerised tool
- Contains many information :
  - personal (age, start of sick leave)
  - health insurance refund during sick leave
  - classification of prescribing physician
  - « *fiches repères* » (sheets-marks)

# « Consumption during sick leave »

## *Health insurance refund during sick leave*

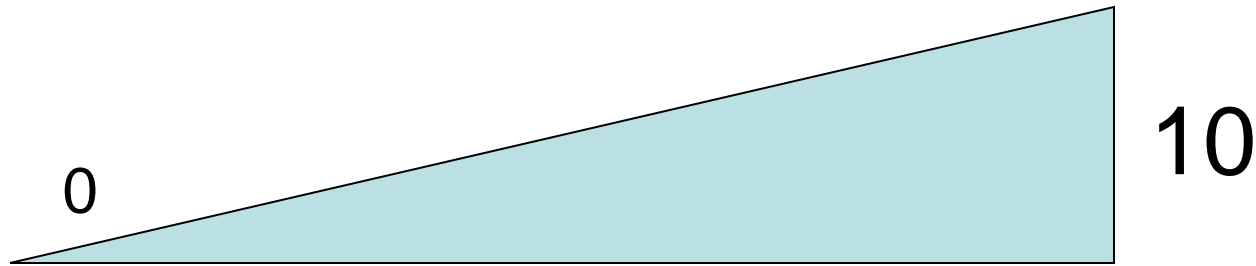
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- Physician's consultations (date, speciality)
- Medical and surgical procedures(CIM-10)
- Medication (therapeutic class, international non proprietary names)
- Examination (date, name)
- Medical transportation (date, type)
- Physiotherapy sessions (number)
- Nursing (number)

# « Consumption during sick leave »

## *Classification of prescribing physician*

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From 0 to 10 depending on :

- frequency of prescribing
- number of extended sick leaves



# « Consumption during sick leave »

## « Fiches-repère »

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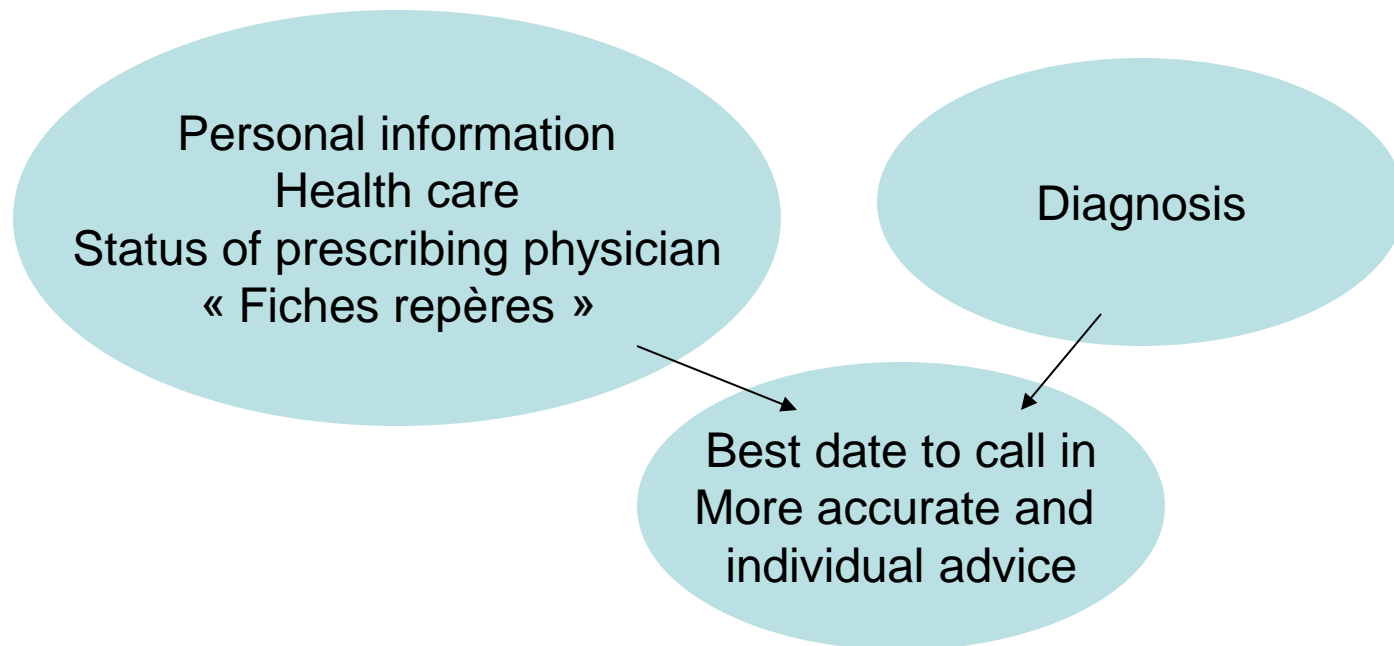
- Sheets with standard duration of sick leave
- Made by CNAMTS/HAS
- Concerns the most frequent diseases and surgical procedures

# « Consumption during sick leave »

## Performance

### « Consumption during sick leave »

### « Diadème »



Set up in Paris' region in 2011

Now used by 10 of the 27 regions

# Fraternal exchange « extended sick-leaves »

## *Presentation*

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- Coaching of the general practitioners, who prescribes the highest number of extended sick leave
- Meeting with medical advisor
- Discussion of complex cases

# Fraternal exchange « extended sick-leaves »

## *Performance*

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- fraternal exchanges were started in 2013
- 55% decrease of sick leave 6 months later
- general practitioners welcomed those exchanges, reported a misunderstanding of the regulations
- it is too early to conclude about the long term effects

# Conclusion

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- Better follow-up of sick leave
- Speed up the return-to-work process