Development of an instrument for functional assessment of work capacity in psychiatry

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Organisation

- University of Basel, Hospital, swiss academy of insurance medicine
- Fachhochschule Nordwestschweiz
- Assessment centres: asim, MEDAS Interlaken, MEDAS Zentralschweiz, ZMB Basel
- SUVA
- University of Basel, Psychiatrische Kliniken

- Financing: SNF, BSV, SUVA, asim
Background

Evaluation for work disability is performed by medical specialists who are not trained for this

Evaluation for work disability is subject to criticism:
  • Reliability
  • Transparency

A functional approach is recommended but not instrumented
Aim

• Develop an instrument
  – reliable
  – transparent

• for functional assessment in psychiatric evaluation of work disability
Results current practice 1

- 100 reports, 306 statements of functional capacity
- 120 about mental functions (cognitive, emotional)
- 67 about activity limitations (adapting to rules, functioning in groups)
- 87 about work requirements (quiet tempo, socially supportive)
Results current practice 2

• 18 Psychiatrists, 15 responses
• 9 report about activity limitations
  – 4 select from previous work,
  – 5 from jobs in mind,
  – 1 both
• 8 refer to suitable jobs and work environments
  – 3 use own examples,
  – 3 discuss with claimant,
  – 1 uses previous company
  – 1 uses hotel
Results: Instrument

- We drafted an instrument to report
  - mental functions (12)
  - activity limitations own work (13)
  - idem suitable work in hotel (same 13)

- Based on earlier results and Mini ICF (Linden)
- Iterative with psychiatrists in training (n=30)
- Psychiatrists tested in practice
Mental functions with regard to healthy person

- Functions of temperament and personality
- Agreeableness
- Psychic stability
- Being open towards new experiences
- Self confidence
- Mental energy
- Attention
- Memory
- Emotional function
- Thinking
- Higher cognitive functions
- Experience of self and of time
- Other impairment of mental function:
Activities (examples added)

• (1) adherence to regulations and routines,
• (2) planning and structuring of tasks,
• (3) flexibility and capacity to adapt,
• (4) using professional competency,
• (5) competence to judge and to decide
• (6) endurance,
• (7) assertiveness,
• (8) contact with others,
• (9) contact within groups,
• (10) intimate relationships,
• (11) non-work activities,
• (12) self care,
• (13) mobility,
Scale Function/ Activity

• 0 = no impairment/ no limitation
• 1 = mild impairment/ slight limitation
• 2 = moderate impairment/ compensable limitation
• 3 = severe impairment/ requires adaptation
• 4 = loss of function/ impossible
Ongoing

• RELY 1: testing of reliability in judgment of trained psychiatrists: diagnose, impairments, limitations, %;
• RELY 2: RCT on reliability in judgment of trained psychiatrists vs care as usual: diagnose, impairments, limitations, %; IFAP
• RELY 3: user satisfaction with IFAP (limitations) and transparency