

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

Wout de Boer, Renato Marelli, Ulrike Hoffmann Richter, Katrin Fischer,
Monica S Bachmann, Ralph Mager, Jörg Jeger, Andrea Leibold, Regina Kunz

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

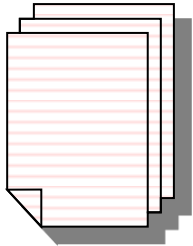
Evaluation for work disability is subject to criticism:

- 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



100
Reports



Expertgroup

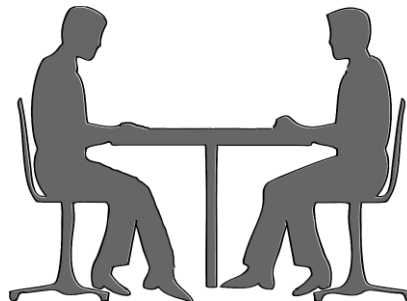


18 Psych.



IFAP

12 Mental Functions	13 Activ. own work	13 Activ. Hotel work
---------------------------	-----------------------------	-------------------------------



30 Psych.

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