

Promoting visits prior to return to work: a case study in a Belgian company

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Ulrik Van Soom, Marie-Noëlle Schmickler, Mathieu Verbrugghe



Ulrik Van Soom

Occupational Health Physician – Knowledge Manager



Ulrik.VanSoom@mensura.be



Return to work chances

50%



>3-6 months on sick leave

20%



>1 year on sick leave

10%



>2 years on sick leave

Introduction

- **2008:** introduction **Belgian Royal Resolution** enabling **workers being on sick leave ≥ 4 weeks to visit the Occupational Health Physician (OHP)** (voluntarily)
- **2015: only 0.73%** (n=2,603) visits prior to return to work at Mensura occupational health services



Aim:
Introducing and evaluating a procedure to promote visits prior to return to work in a large Belgian company

Visit prior to return to work?

- **Visit ≠ medical consultation**
- **Voluntary**
- **Visit to the company**
 - Work station
 - Function
 - Time regime
- **Only recommendations**

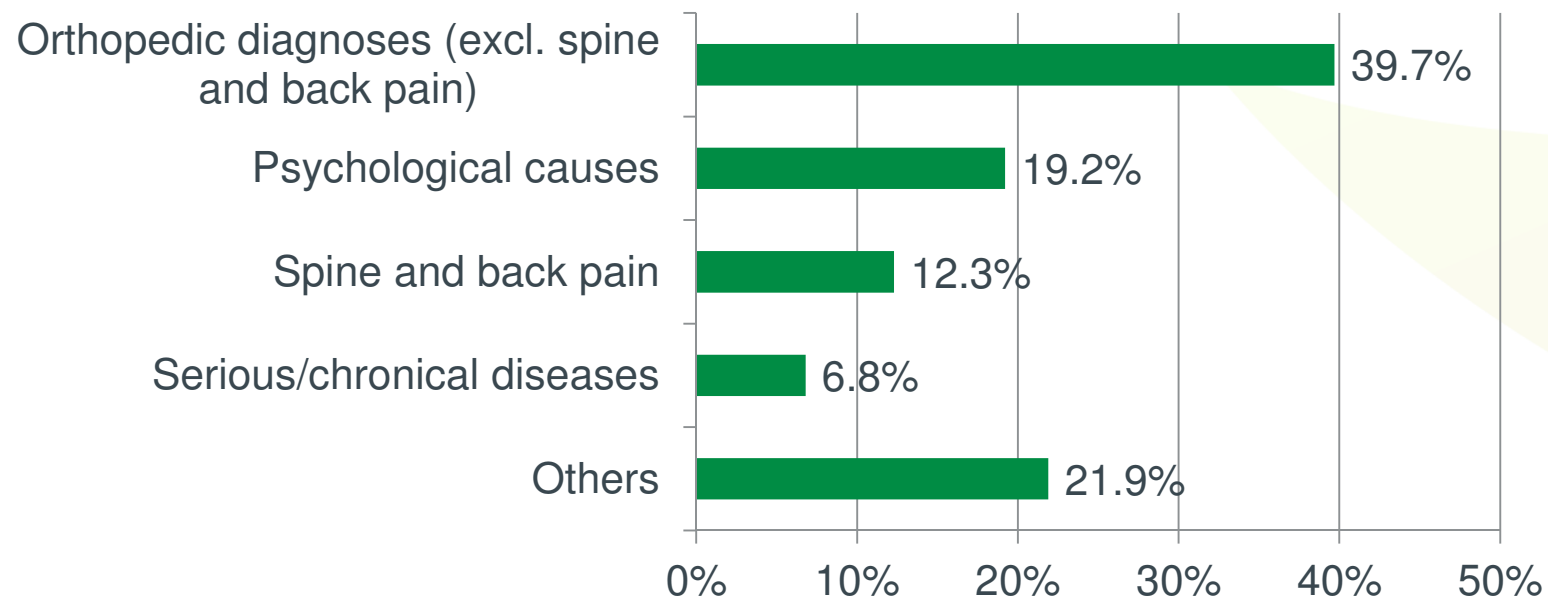
Methods

- **Survey** in a large pharmaceutical company (>1000 workers) in 2015
- Introduction of a **procedure**:
 - **≥ 6 months on sick leave**: a call by the company with the proposal to visit the OHP (voluntary)
 - **Expectation to be on sick leave for a long period of time**: information about visits prior to return to work and (adjusted) work resumption
- **Evaluation** of:
 - Number of consultations prior to return to work
 - Causes of long-term sick leave
 - Outcome

Results

- > **9.71% (n=103) of the consultations** were visits prior to return to work
- > General **causes** of long-term sick leave (documented in 73/103 cases):

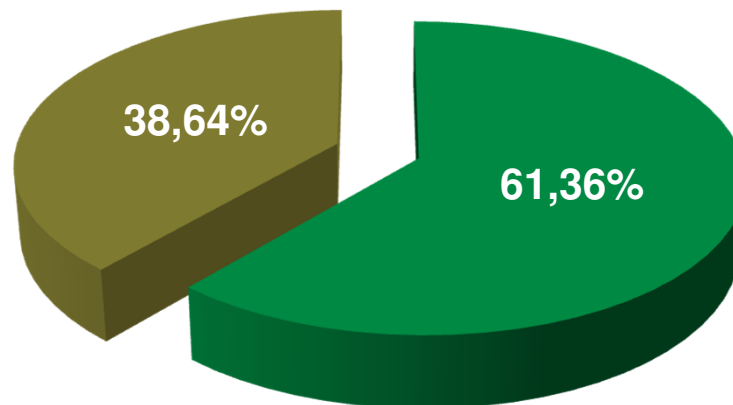
General causes of long-term sick leave



Results

➤ Outcome:

- 73 well documented cases → 44 eligible to resume work
- Early return with or without adjustments:



- Early return to work with or without adjustments
- Remain on sick leave

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Questions? Remarks?

Just contact ...



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