

Teaching Work Ability Assessment Serbian Experience

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Content

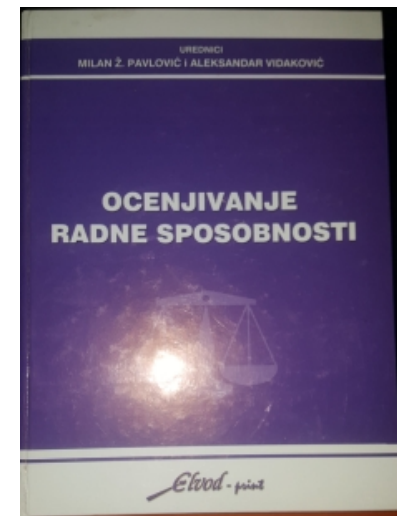
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Background

- Till the end of XX century most of Serbian OH organization's provided curative and preventive services.
- Among the other services, they were responsible for sick leaves, early and invalidity retirements, as well as for preemployment and periodical checkup's.
- Sick leaves and early and invalidity retirements were frequently abused.

Background

- Due to mentioned abuse, we paid a lot of attention to work ability assessment.
- Book on work ability assessment has been published.
- Guidelines for sick leave has been printed in form of MoH Rulebook.



Background

- Serbian Institute of OH
 - Inpatient clinic with 44 beds
 - Outpatient clinic
- Plenty of opportunities for practice.

Actual situation-Undergraduate

- Work ability assessment is important part of OH teaching for students of 6th year.
- In total, 8 hours of theory and 16 hours of practice.
- Focus on sick leaves and its regulation (60%).
- Work ability assessment in cases for invalidity retirement is also important part of OH teaching (40%).

Actual situation-Undergraduate

- Introductory lecture + practice on work ability assessment in cases from:
 - Internal medicine
 - Surgery
 - Psychiatry
 - Neurology
- Each student should fill invalidity retirement report form (real case).

Actual situation-Postgraduate

- Specialization of Occupational Health (4 years)
 - Theoretical teaching
 - 9 months of practice in inpatient clinic
 - Practice with individual mentor
 - Management of clinical cases
 - Visiting workplace of patient (when it is possible)
 - Preparing and defending proposals for group of experts on individual cases work ability
 - 3 months of practice in outpatient clinic
 - 6 months of practice in OH service
 - Preemployment checkups
 - Periodical checkups
 - Proposals for workplace adaptation (rare!)

Actual situation-Postgraduate

- Super (sub) specialization in Workability assessment (1 year)
 - 6 months of practice in inpatient clinic
 - Practice with individual mentor
 - Management of clinical cases
 - Visiting workplace of patient (when it is possible)
 - Preparing and defending proposals for group of experts on individual cases work ability
 - 3 months of practice in outpatient clinic
 - 3 months for thesis preparation

Way forward

- Work ability assessment in Serbia should change focus from individual limitations to individual capacities.
- More education on workplace adaptation to individual capacities (vicious circle).
- Paradoxically, we should decrease hours on workability assessment and address other OH topics which are not sufficiently covered like workplace health promotion, communicational skills etc.