

Interprofessional treatment of a therapeutic sick leave for common mental health disorders

STOP

	Phase 1: Crisis and understanding	Phase 2: Awareness	Phase 3: Implementing strategies and preparing to return to work
Worker	<ul style="list-style-type: none"> ● Maintain a steady lifestyle ● Maintain low-demand activities ● Use intervention tools ● Keep in touch with the workplace, if possible 	<ul style="list-style-type: none"> ● Using the suggested tools ● Following up during visits 	<ul style="list-style-type: none"> ● Progressive exposure to the work environment (if possible and relevant) ● Implement strategies (e.g., learning to assert one's limits) chosen within the sick leave context
Doctor	<ul style="list-style-type: none"> ● Assess functional capacity ● Clarify the diagnosis ● Prescribe medication if necessary ● Provide information ● Refer to a psychosocial support worker ● Filling out the forms 	<ul style="list-style-type: none"> ● Track the health condition evolution ● Adjust medication if required ● Reassess the sick leave relevance ● Filling out the forms 	<ul style="list-style-type: none"> ● Plan the return to work by considering the patient, the work context, and the administrative requirements (e.g. insurances) ● Plan return to work arrangements and possible accommodations ● Establish a schedule ● Plan a follow-up after the return to work
Social worker	<ul style="list-style-type: none"> ● Assess social functioning ● Establish a return to work intervention plan ● Help understanding what precipitated the sick leave ● Suggest intervention tools 	<ul style="list-style-type: none"> ● Review suggested tools ● Stress management strategies ● Paths to recovery 	<ul style="list-style-type: none"> ● Help integrate strategies learned during the sick leave ● Identify obstacles and methods that facilitate return to work ● Identify ways to prevent relapses
<p>Evaluation and intervention tools: metaphor of balance, stressors inventory, worker's reflection grid, schedule of daily activities, antidepressant strategies for workers, readings, websites, Getting Better My Way</p>			
<p>Duration: 3 weeks Evaluation: phase end</p>		<p>Duration: 6 weeks Evaluation: halfway and end</p>	<p>Duration: 3 weeks Evaluation: phase end</p>
<p>Process duration: more or less 12 weeks*</p>			

* The phases duration is for guidance only and is relative to the patient's evolution. Created by Sylvie Bradette, Cynthia Cameron, Annie Plamondon and Anny Veillette, march 2016. Modified by Dre Cynthia Cameron and Annie Plamondon, TS, DMFMU, Université Laval, november 2018. Inspired by VAND DER KLINK JJL, VAN DIJK FJH, Dutch practice guidelines for managing adjustment disorders in occupational and primary health care SCAN j Wok environ Health 2003;29(6) : 478-479.