

# Swiss 5<sup>th</sup> IV Revision: Prevention Early Intervention Systematic Engagement

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## Objectives

- To present the situation prior to the 5<sup>th</sup> IV revision
- To explain the guiding principles behind early detection/intervention and integration measures
- To detail initial experiences with the implementation of the 5<sup>th</sup> IV revision
- To show that the 5<sup>th</sup> IV revision, while not perfect, is a step in the right direction

## Background I

- 1.6 bn increase in IV debt every year
- 4-5 mn every day!
- 253,000 (weighted) pensions are currently paid out (early 2007)
- In 2007 pension recipient numbers remained stable for the first time

## Background II

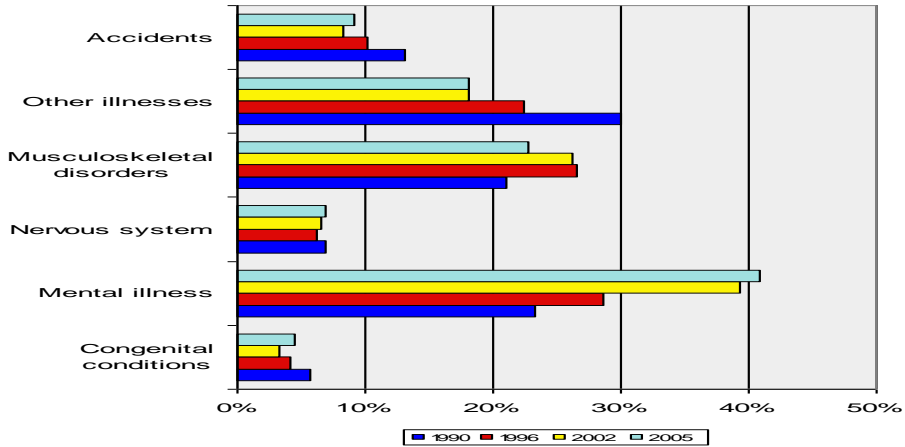
2007: debt of approx. 11 bn  
(300 mn interest payments)

2012: debt of approx. 20 bn

**▶ AHV system would be in danger of becoming insolvent within a few years.**

### Background III:

#### Breakdown of new IV-pension recipients according to cause of disability

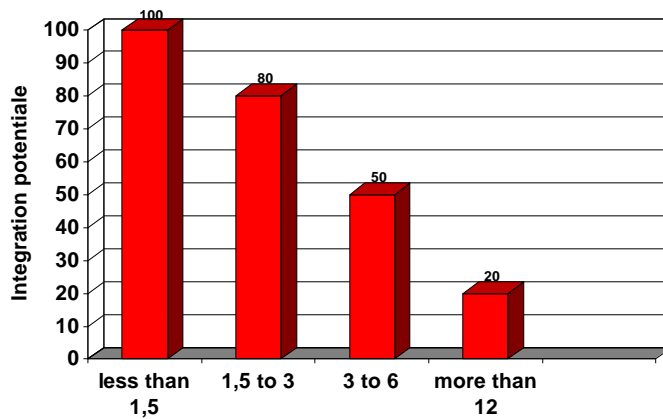


Swiss 5<sup>th</sup> IV-Revision, OECD Seminar: Sickness, Disability and Work, Dublin 26/ 27.6.2008  
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### Background IV:

#### 94.5% of announcements after 12-month period



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## 5<sup>th</sup> IV revision: Guiding principles

### Cost savings through integration

- CHF 498 mn less expenditure thanks to an investment of CHF 0.5 bn

### Change in approach

- Treating the person rather than the case file
- More speed, less red tape

## Key innovations

- Introduction of early detection and early intervention system (FEFI)
- Introduction of integration measures (IM)
- Stricter pension eligibility criteria
- Advice, support and incentives for the insured and employers alike
- Cutbacks

## Early detection - objectives

- Maximise chances of early detection of any person who is unable to work and is at risk of becoming disabled due to ill health or as the result of an accident (“job retainment”)
- Prevention through early detection

## Early detection interview

### Who?

- The person concerned
- Professional integration advisors from the IV office
- Possibly RAD staff (regional medical services within the IV office)
- Possibly employer

### What?

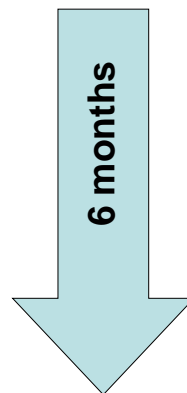
Occupational, medical and psychosocial background, resources  
> disability risk/IV announcement?

## Early intervention - objectives

- Job retainment
- Swift and targeted professional (re-)integration of individuals with demonstrated rehabilitation potential

## Early intervention process

- IV announcement
- Pre-selection
- Assessment
- Integration plan
- Early intervention measures
- Decision



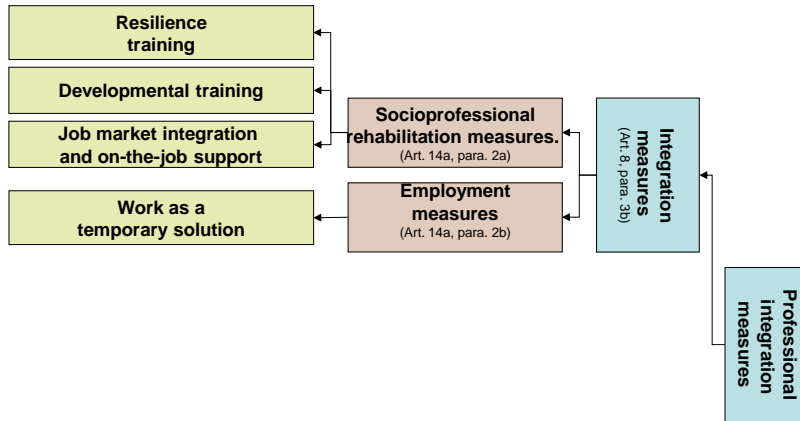
## Early intervention measures

- Workplace adaptations
- Training courses (job move within firm; preparation for changed work environment)
- Job placement
  - Advice for employers, the insured and co-workers; initial skill adaptation grant
  - Pro-active job-seeking support
- Careers' advice
- Socioprofessional rehabilitation
- Employment measures

## Integration measures - objective

- Restoring/maintaining the professional integration potential of individuals whose ability to work is restricted on mental health grounds

## Integration measures



## Managing implementation

- Quarterly impact indicators
  - Success of integration measures
  - Costs of integration measures per participant
  - Time it takes to decide on pension applications
  - Time it takes to process the current stock of insured
  - Share of new pension recipients
- Annual audits of all IV offices
- Setting annual target agreements with IV offices

## Challenges

- Practical implementation: change in approach
- Development of integration measures
- Creation/maintenance of jobs that accommodate the needs of the disabled → Employer involvement
- Additional funding uncertain
- Outflow

# Thank you for listening!