

# Job retention of public sector employees with disability: what is the role of the *Comités Médicaux Départementaux*\*?

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## Project background:

For the past ten years, and particularly since the introduction of the 11 Feb. 2005 law, there has been a redefining of disability and more emphasis has been placed on job retention of workers with disability. Our project is aimed at describing the role that *Comités Médicaux Départementaux* (CMD)\* have had in this shift, and it seeks to understand how the activities of these CMDs have evolved over this period. Our main aim is to detect possible changes in the types of difficulty being referred to the CMDs for consultation, and to look at the way these difficulties are being described: is a more contextualised approach to disability, as set out in the 2005 law, being adopted, at least partially? Or does CMD expertise remain set on identifying and measuring a series of impairments? Are the CMDs' views changing, especially with regard to the length of long term sick leave? And lastly, what role do CMDs have in how workplace adaptations are managed: do they simply refer cases to other bodies, such as the *Commission de réforme* or occupational health services, or do they issue recommendations directly?

## Keywords:

Employment, job retention, disability, illness, sickness, public sector, redeployment, redefining

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\* *Comités Médicaux Départementaux* (CMD) = medical committees operating on a *département* level.