Tips for managing disability and absenteeism

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What is disability?

Impairment (objective)

Disability (subjective)

Absence
Of those who lost work time

Reasons for disability

General health

Work related

Disability has financial and personal costs

More than 9% of payroll
  • Greater than 50% of the total cost of health care

Disability Costs
  • 5.4 million people
  • 4% of working population
  • Income loss to disabled person during the first 6 months $81.1 billion

Absenteeism related to disability
  • Half of all injuries reported between 2004 and 2007 resulted in time lost from work
This is Pat.
Health and the whole person

Well being
Health
Productivity
Function
Performance
Health and the whole person

- Well being
- Health
- Productivity
- Performance
- Function

Injury/Illness

BPS
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Injury/illness
Why is that?

Well being
Health

Productivity
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Performance
Function

BPS

And what is this?
What is BPS?

- Bad pain situation?
What is BPS?

- Bad pain situation?
- Buy plenty of smokes?
What is BPS?

• Bad pain situation?

• Buy plenty of smokes?

• Boss psycho syndrome?
It’s the “Biopsychosocial Lens”

• Our psychological and social lens impacts how we see our body’s impairment

• Can have a positive or negative impact

• So...
Disability is not fixed

• It can vary widely

• It is independent of the severity of the impairment

“Disability as a social, not medical concept”

Loeser and Sullivan, 1997
Independent predictors of disability outcomes

- Age
- Gender
- Social class
- Family dynamics
- Insurance coverage
- Length of disability
- Job satisfaction
- Chemical dependence
- Depression
- More...
Don’t reach the point of no return!

Less than 50% of those who have been absent for eight weeks are working at their two year follow-up.
What can employers do?
What can employers do?

- Know that timing is everything
- Eliminate factors that can delay recovery
- Focus on prevention, management and compliance
Eliminate factors that delay recovery

Try a proactive and supportive approach that:

**Avoids negative modifiers**
- Uncertainty
- Blame/mistrust
- Fear/anger
- Conflict
- Isolation
- Worklessness
- Workplace friction

**Uses positive modifiers**
- Understanding
- Reassurance
- Caring interest
- Communication
- Accommodation
- Supportive workplace
Don’t make me have to show you...
Modifiers that impact ability to prevent:

- Knowledge
- Prioritization
- Culture
Prevent workforce injury & illness

Surround your employees with an environment that supports prevention. Some ways you can help:

- Wellness programs
  - Involved and engaged workforce
  - Culture of wellness, measurement and transparency
- Ergonomic consulting
- OSHA compliance services
- Onsite health care services (i.e. illness care, immunizations, etc.)
  - Reduction of absenteeism
Modifiers that impact ability to manage:

- Worklessness
- Uncertainty
- Isolation
- Lack of support
- Blame/mistrust
- Fear
Manage workforce injury & illness

Your employees’ BPS can make it difficult to perform essential job functions. Help your employees be successful with:

- Worksite accommodations
  - General health and work related conditions
- Workers’ compensation injury care options
- Disability evaluations and options
- Employee Assistance Program
Modifiers that can impact ability to collaborate:

- Conflict
- Blame/mistrust
- Fear/anger
- Worksite accommodation
Administration & compliance

Reduce your hassle and make your employees more comfortable with:

- OSHA compliance
- Workers’ compensation injury management
- FMLA administration
- Short term disability management
What can HealthPartners do?

- HealthPartners Integrated approach
  - Looks at the whole person, not just the injury or illness
  - Can provide referrals to other health plan services
- Ease of just one vendor
- Unique benefit of an organization that is a health plan and care delivery system
We all want the same thing
“To wish to be well is a part of becoming well...”

Seneca


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