



Chronic Pain with an Aging Workforce:
Keep Your Aging Workforce Productive, Happy and Claim-Free
through a Total Worker Health Approach

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Jim Mecham, OccuCare

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Panel

Kevin Lombardo

CEO and President
DORN Companies



Jim Mecham, MSIE, OTR/L, CPE

Owner and Chief Operations Officer
OccuCare, LLC



Overexertion, Sprains, & Strains

Overexertion is a common cause of workers' compensation and healthcare claims, usually caused by repetitive motion, such as typing/data entry, working in an awkward position, twisting, lifting, pushing, and carrying objects.

- Overexertion causes sprains, strains and pain. 78% of overexertions result in a sprain or strain. ¹
- Overexertion injuries typically cause inflammation of joints and ligaments, which leads to pain and discomfort.
- Overexertion is the leading cause of both non-fatal injuries and disabling injury. ²



1. National Council on Compensation Insurance
2. 2017 Liberty Mutual Workplace Safety Index

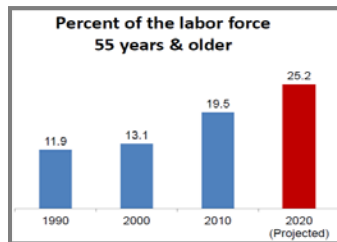


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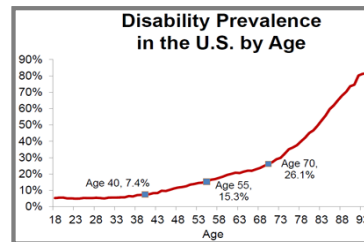
Impact Of An Aging Workforce

Productive Aging

- Workers age 55 to 65 are the fastest-growing component of the workforce.
- Older workers tend to be better to work with in part thanks to their years of prior experience and how careful they are at work.
- They represent significant skills and experience. Employers don't want to lose this expertise.



Source: Toossi, M. 2012. "Labor Force Projections to 2020: A More Slowly Growing Workforce." Monthly Labor Review (January, 2010–2020).



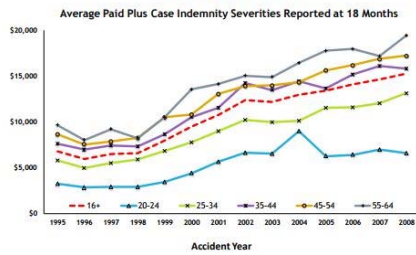
Source: Calculations by Cornell University, Employment and Disability Institute, 2010 American Community Survey, Public Use Microdata Samples (PUMS).



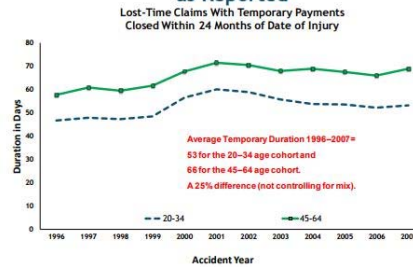
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Impact Of An Aging Workforce

Indemnity Severity Increases by Age Have Continued



Average Duration for Temporary Payments as Reported



https://www.ncci.com/Articles/Documents/IL_2011_Aging_Workforce_Research_Brief.pdf



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The Psychological and Secondary Effects of Pain

Psychological stress can have a negative impact on pain, as it causes disruption to the nervous system. Secondary effects of chronic pain are connected, and many times one effect leads to and/or triggers another.

These key effects are:

- Cognitive Effects
- Impact on Exercise
- Impact on Diet
- Impact on Quality of Life
- Impact on Sleep
- Impact on Morale and Work Satisfaction

Approximately 4 in 10 Americans say pain interferes with their mood, activities, sleep, ability to do work or enjoyment of life.

(Poll: Americans Searching for Pain Relief. <http://abcnews.go.com/images/Politics/979a1T>)

“According to the CDC Foundation, Absenteeism is estimated to cost US employers around \$150 billion per year.”

https://dorncompanies.com/white_paper/psychological-secondary-effects-pain/?d=1



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Costs of Pain

- Total Direct Cost = \$560B to \$635B*
 - Incremental Health Costs = \$261B to \$300B
 - Lost Productivity = \$299B to \$334B
- Presenteeism = 57.5 days per year
(10X cost of absenteeism)**
- Opioid Crisis = \$78.5 billion a year***



* Darrell J. Gaskin, Patrick Richard. The Economic Costs of Pain in the United States. The Journal of Pain, 2012; 13(8)
 ** Global Corporate Challenge – GCC Insight Report March 2016
<http://ehstoday.com/safety-leadership/presenteeism-costs-business-10-times-more-absenteeism>
 *** FiercePharma – Palmer, E. (2016). Employers tackling costs of opioid abuse with testing, alternative treatments. CDC
<http://www.fiercepharma.com/pharma/employers-tackling-costs-opioid-abuse-testing-alternative-treatments>



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Total Worker Health: A HOLISTIC APPROACH



Pain reduction bridges Risk Management and Wellness

By joining occupational health, economic and safety initiatives with workplace wellness programs, organizations can:

- Reduce the frequency and severity of workers' compensation claims
- Reduce medical plan costs
- Boost employee morale
- Improve employee health
- Increase productivity

Components of a Total Worker Health Program

- Ergonomic Review and Assessment
- Coaching and Training
- Redesign
- Alternative to Preventative Treatment Program

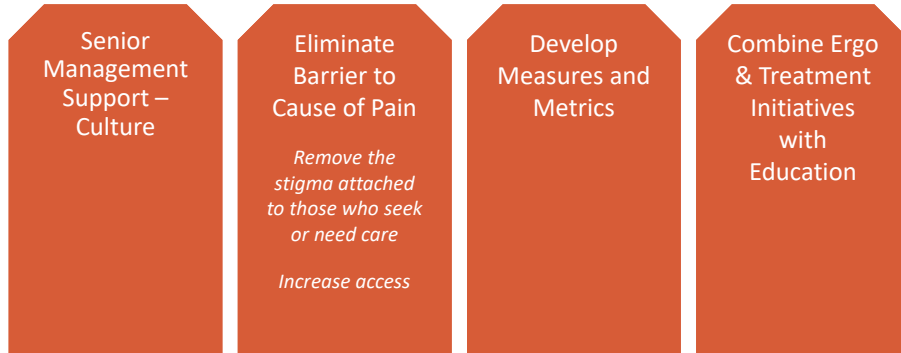


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JM1

Setting the Stage for Pain Elimination

4 PILLARS



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How to Implement a Pain Management Program



Lombardo, K. (2017). Worksite Pain: How businesses gain from eliminating pain and discomfort. Workspan (32).



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Slide 9

JM1

Jim Meham, 2/15/2018

Case Study

- Situation
- Solution
- Result

UNIVERSITY
OF
CALIFORNIA



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San Diego Client

2016

- 5 claims averted
- 5 on risk radar
- **4.2 to 1 direct return on investment & Ruby Award**

2017

- 9 claims averted
- 9 on risk radar
- **4.8 to 1 direct return on investment**
- 37% would have seen a HC professional
- 37% reduced absenteeism
- 80% increased exercise frequency
- 100% - improvement in morale

Annual ROI \$4.5 for each \$1 invested on direct level



"I see great value in partnering with DORN to have health professionals scheduled on site here in San Diego. The employee response to the therapeutic sessions has been very positive and we believe that it not only reduces the risks of more serious work related health concerns but also demonstrates to our employees the commitment Saint-Gobain is making to our overall workforce's wellbeing."

Michael Macisaac
Director of Operations, Solar Gard



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Case Study National Snack Food Manufacturer

- Midwest location hiring 10 new employees per week
- Location has 600+ employees
- Average age of worker = 42 years of age
- 3 year loss run showed an average of 19 work related injuries per year costing the company \$298,000.00 in direct medical cost with the highest medical cost being associated with Musculoskeletal Injuries
- Total cost of injuries calculated by corporate was \$606,000.00



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Case Study National Snack Food Manufacturer

Services implemented included:

- **On-Site Injury Prevention – 10 Hours per Week**
 - Included seeing work related and non-work related employees experiencing the early signs and symptoms of an injury
 - Work related included staying within the OSHA First Aid Guidelines to eliminate the early signs and symptoms of an injury and evaluating their work station ergonomically
 - Non-work related included traditional physical therapy to help the employee stay productive and make sure the job did not exacerbate a non-work related sign/symptom
- **Pro-Active Ergonomics**
 - Ergonomic evaluations were performed on workstations that had a history of causing musculoskeletal disorders
- **Post Offer Employment Testing – 5 hours per Week**
 - All job descriptions were re-written
 - An on-site Post Offer Employment Test was implemented for all positions



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Case Study National Snack Food Manufacturer

RESULTS:

	3 Year Run Yearly Average Pre-Implementation	Yearly Average Post-Implementation
OSHA Recordables	19	8
Direct Medical Costs	\$298,000	\$120,000
Total Costs Calculated by Corporate	\$606,000	\$250,000

For every \$1.00 spent on injury prevention services the company realized almost \$4.00 in savings

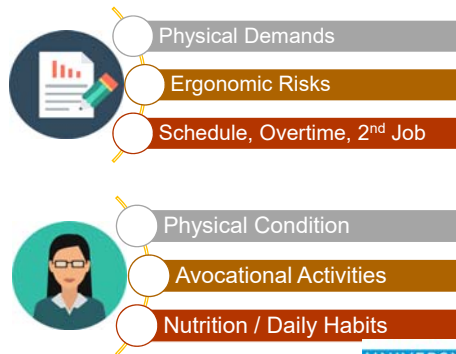
“I was extremely happy with the results OccuCare delivered in reducing workplace injuries. The system was simple to implement, and upper management was extremely impressed by the return on investment.”
- Brett Loeffler, Safety Manager



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Address The Job & The Person

High Risk* Workforce



*Based on WC claim frequency and cost



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Sample of Departments Participating

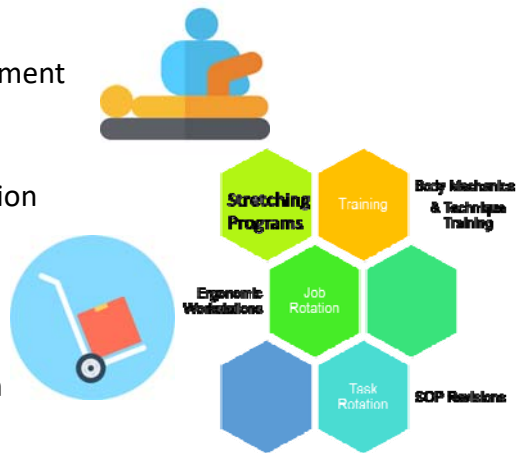
- Facilities Management
- Housing Dining Hospitality
- Medicine Animal Care Program
- Bookstore
- Office of Contract and Grant Administration
- Jacobs School of Engineering
- Marine Science
- Employee Health and Safety
- Extension
- Business and Financial Services
- Early Childhood Development
- Administrative Computing and Telecom
- Fleet and Garage



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Onsite Programs

- Traditional therapy treatment
 - Modalities
 - Exercises
 - Soft Tissue Mobilization
- Education & Ergonomics
 - Ergonomics
 - Body Mechanics
 - Job task modification



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Results

2017 Results to-date for UCSD

- Average level of pain **reduction** – 49%
- **Improved** productivity – 52%
- 61% **reduced** absenteeism
- 76% of those surveyed would have seen a doctor or medical professional were it not for the program



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