

IWD 2018

Impairment without Disability

The Idea

- Work Disability is a separate condition
 - With its own set of causes
 - And, its own set of interventions
 - It is tenacious and unforgiving if left to its own
 - It has predictors of high risk



Medical Emergency

“...work disability has become a worldwide major public health problem.”

Handbook of Work Disability

“ Health-related work disruption should be viewed as a life emergency.”

Dr. Jennifer Christian,
Work Disability Prevention Manifesto

“I like to think of work disability as a medical emergency.”

Dr. Glen Pransky



Work Disability Big lessons

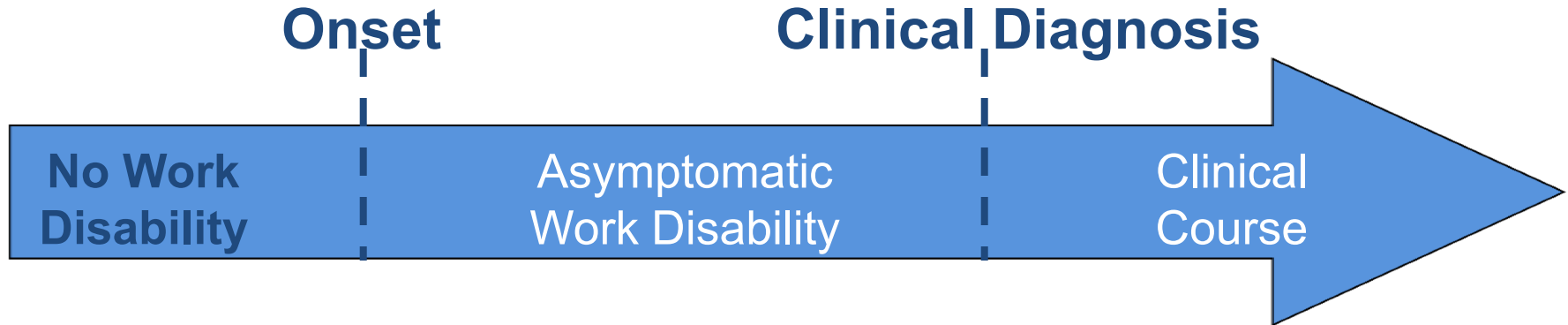
1. Most DM programs do not have sufficient infrastructures to deal with work disability
2. Preparedness - including a high level of vigilance for identifying work disability cases and a readiness to treat
3. No single control intervention is, all by itself, sufficiently powerful to bring the work disability problem of this size and complexity under control.
4. Leadership and Employee engagement is the one factor that underlies the success of all other control measures



The Big Idea

- Why not integrate the **Prevention of Work Disability** rather than the integration of the systems, and subsequently *managing* disability?
- Integrated Disability ~~Management~~ can and should be thought of in terms of **Integrated Work-Disability Prevention**





1°	2°	3°
Health		
Remove Risk Factors	Early Detection & Treatment	Reduce Complications
Disability		
Prevent unhealthy workplaces, prevent disengagement	Prevent discretionary and unnecessary Work-Disability among employees with work-related injuries and illnesses	Prevent Work-Disability progression to reduce residual dysfunction in employees with established disability



Integrated Work Disability Prevention

1°	2°	3°
<ul style="list-style-type: none">• Employee engagement• Fitness and Wellness programs• Fitness and Health promotion programs• Safety programs• Policies for SS work• Training managers	<ul style="list-style-type: none">• Early notification• Early Dx, early Tx• Prevent unnecessary delays• Prevent a confusing process• Prevent unclear RTW plans• Early detection of Duration factors• Early RTW offers and opportunities• SAW/RTW programs that engage employees	<ul style="list-style-type: none">• Earlier determination of MMI• Vocational recovery programs• Chronic condition management scaffolding• Maintain focus on preventing worklessness• ADAA - Accommodations



Engagement

the
Really



If Work Disability is a separate
condition

- What if....

A large, red, multi-pointed starburst graphic with a blue outline, centered in the lower right portion of the slide. It contains the text "ICD-10 code/modifier" in white, bold, sans-serif font.

**ICD-10
code/modifier**

The really, really



Assign the ICD-10 code/modifier once a person goes beyond expected duration

- What COULD happen?
- How would we respond differently?

The really, really, really BIG IDEA

- Treat Work Disability as a separate condition just like you would any other condition
- Lets give it an ICD-10 code/modifier
- Lets assign the code/modifier ONCE a person goes beyond expected duration and target interventions to TREAT the Work Disability condition
- Lets treat Work Disability holistically by targeting **ALL THE FACTORS**, in an integrated prevention model, that contribute to its unnecessary development

