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# *Re-Thinking the Approach to MSDs*

**Thomas Parry, Ph.D.**

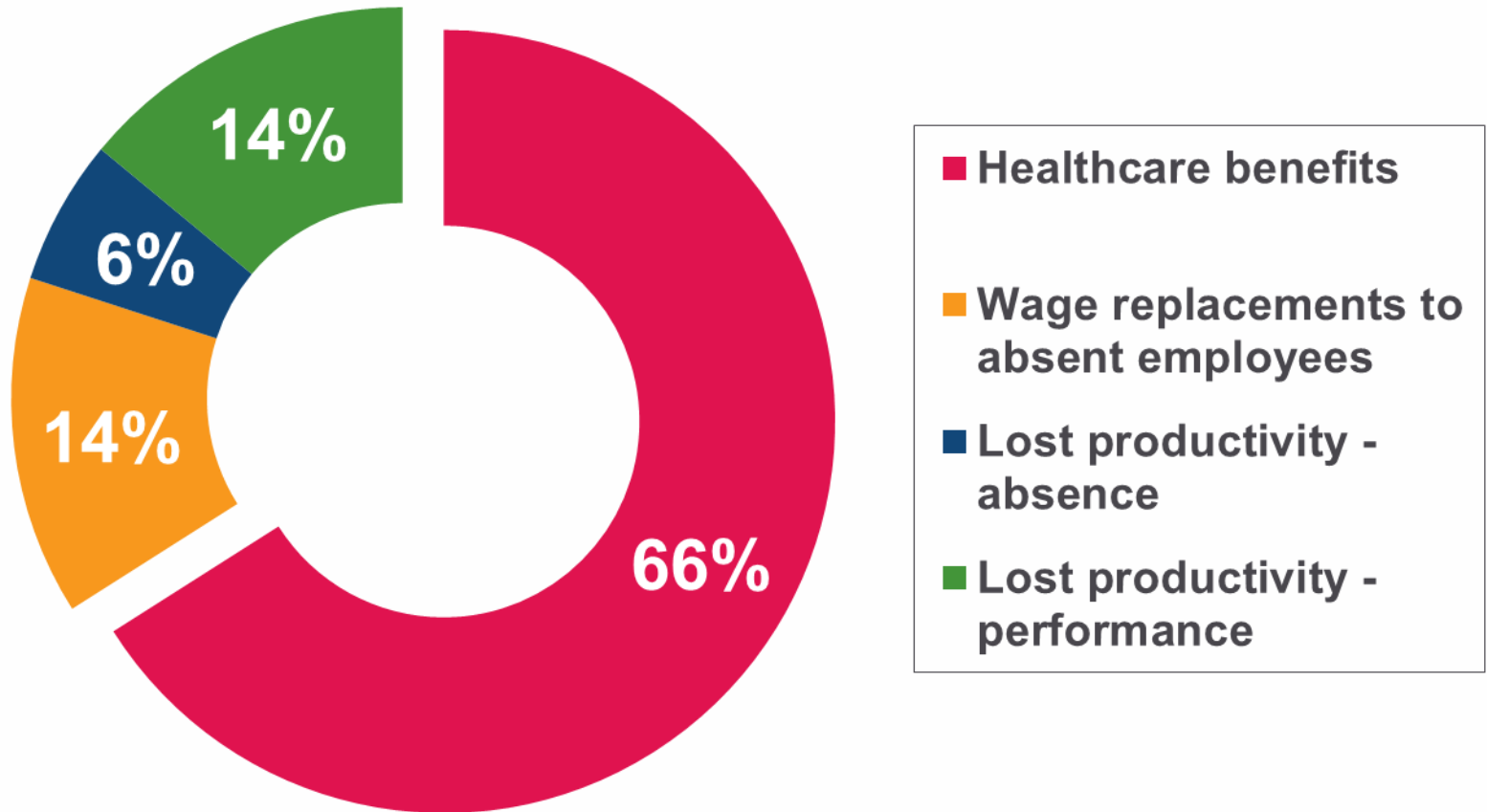
**President**

**Integrated Benefits Institute**

# The times they are a changin'

- Rise of consumerism
- New health/risk financing and delivery mechanisms
- Broadening view of “health”
- Market consolidation
- Breakdown of industry segmentation
- Rapidly changing technology and resulting data challenges
- Need to demonstrate health value to senior leaders

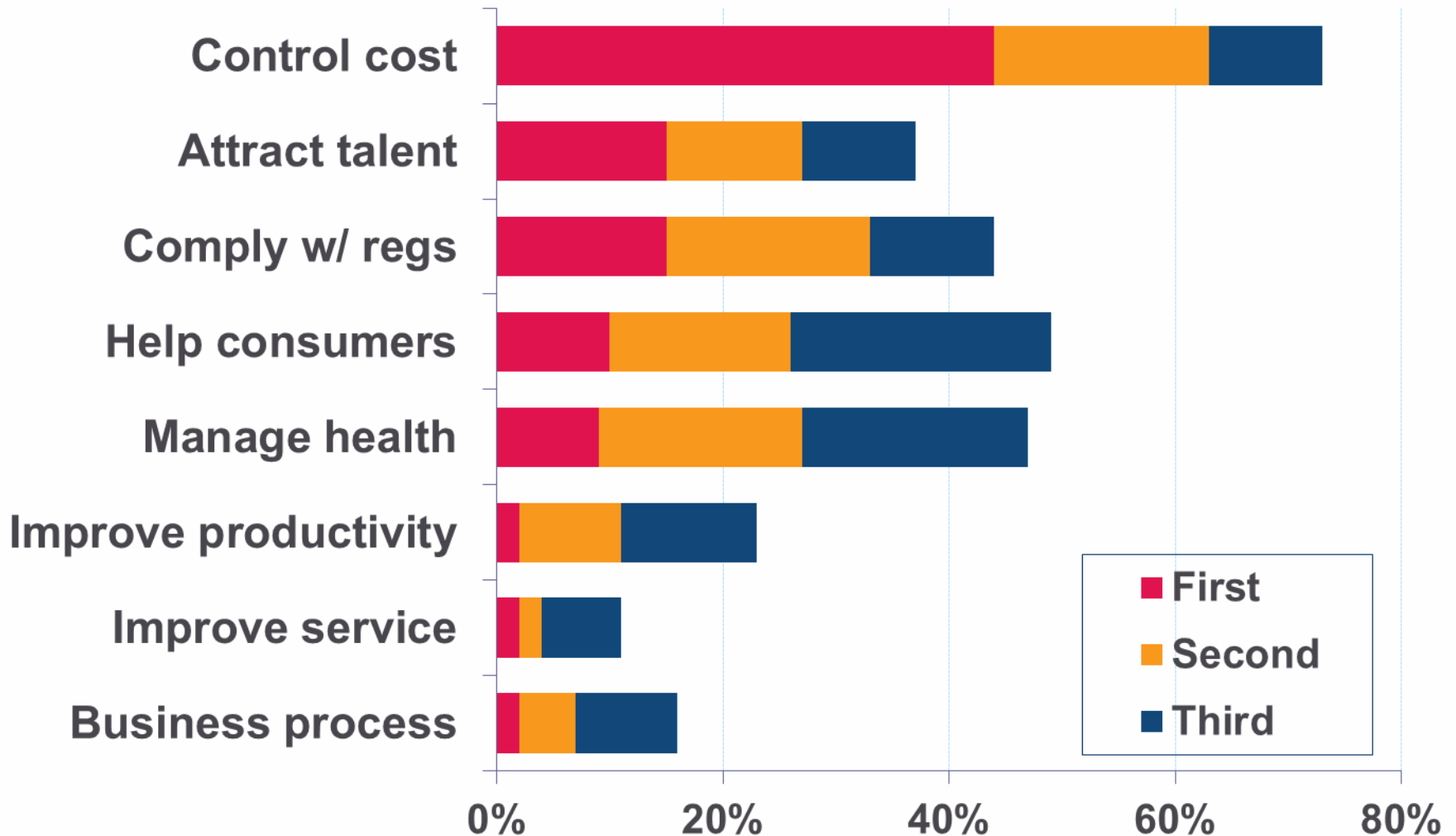
# Illness cost to US employers\*



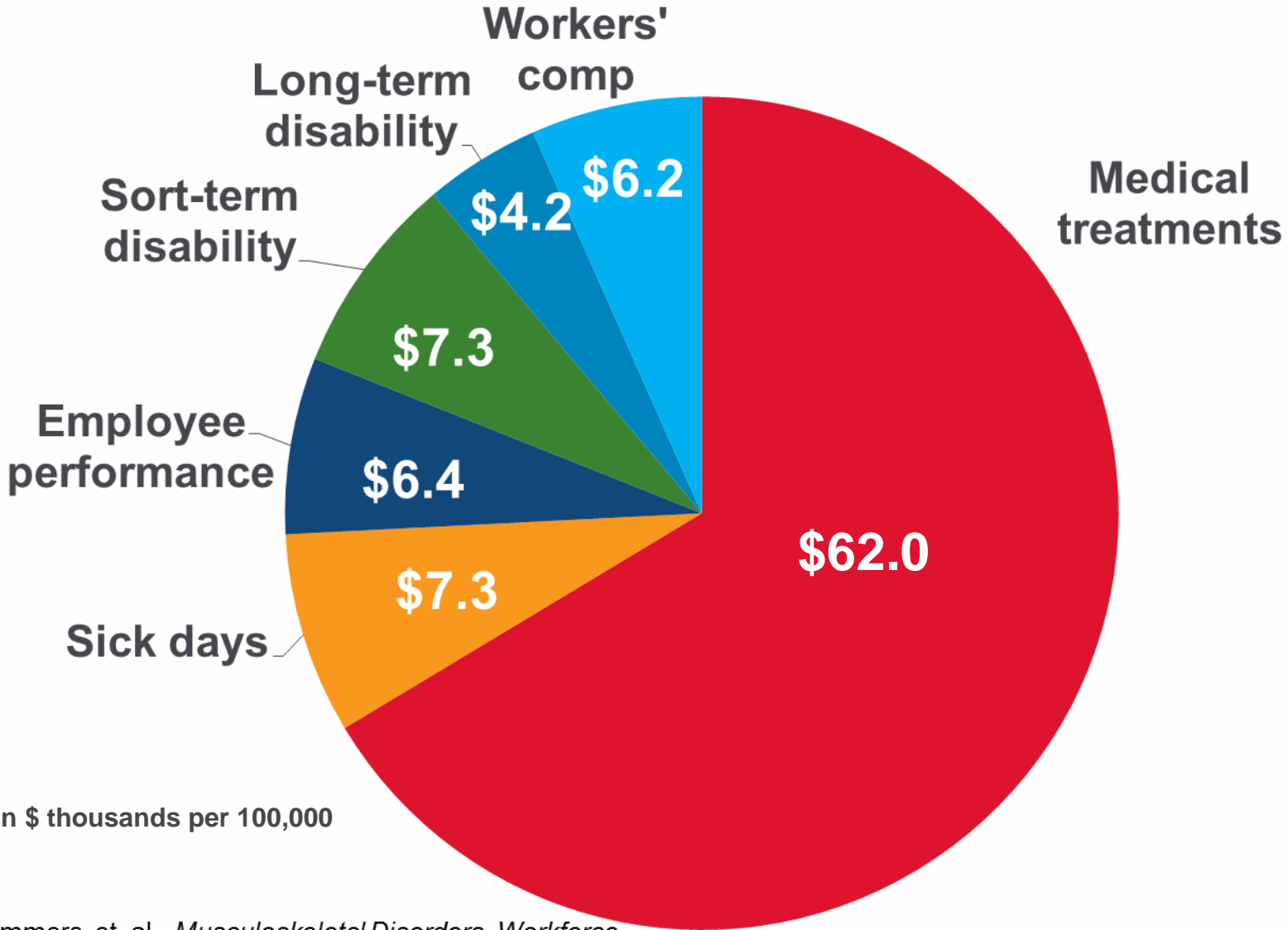
For every \$1 spent on healthcare benefits, \$ .51 of productivity and wage replacements are lost to illness

\* Source: IBI Full Cost Estimator model

# CFOs are looking for more than just saving healthcare dollars



# MSDs: where are the costs?



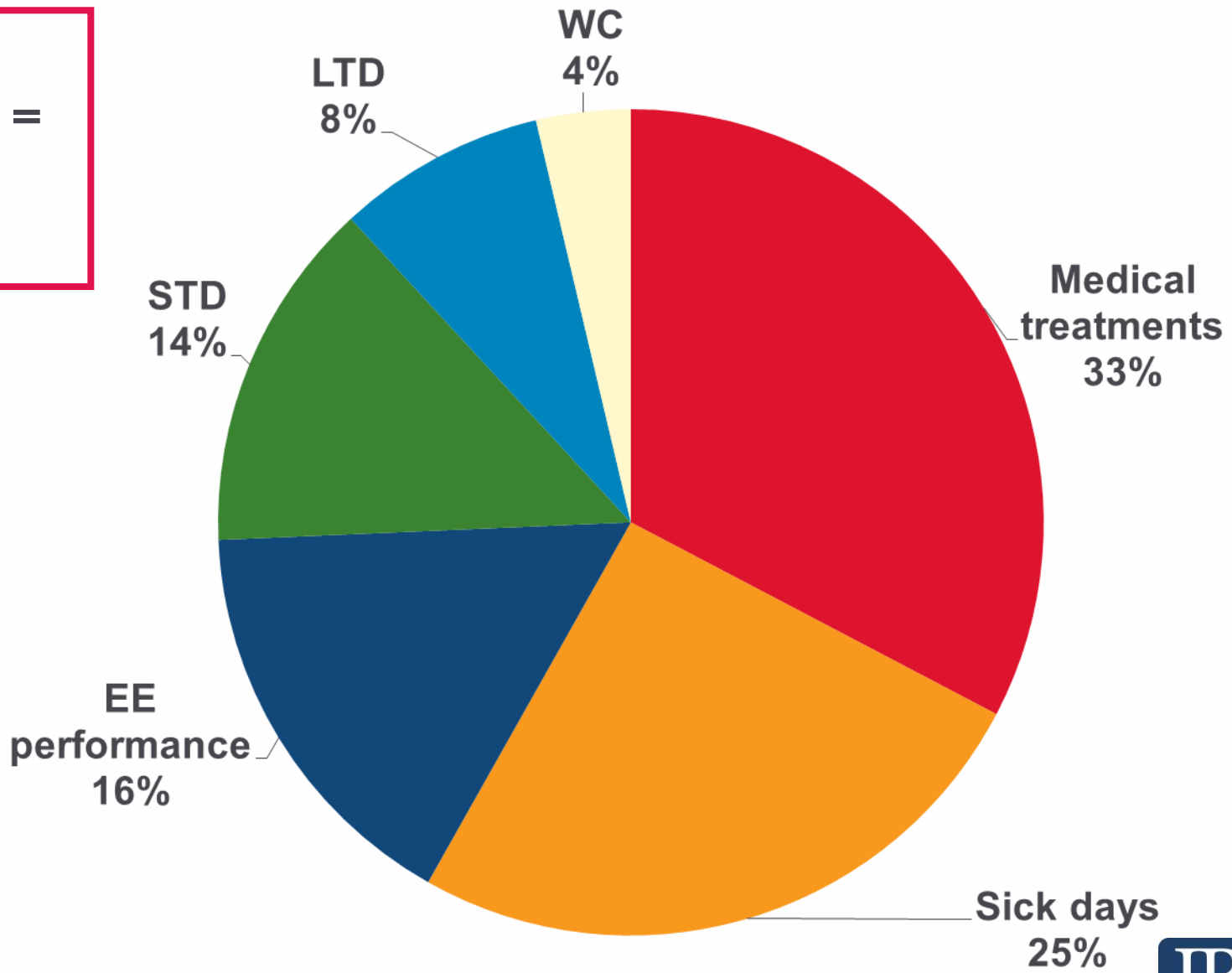
Annual cost in \$ thousands per 100,000 employees

Source: K. Summers, et. al., *Musculoskeletal Disorders. Workforce Health & Productivity in the US. The Work Foundation and Center for Workforce Health and Performance, 2015*



# Low back pain: where are the costs?

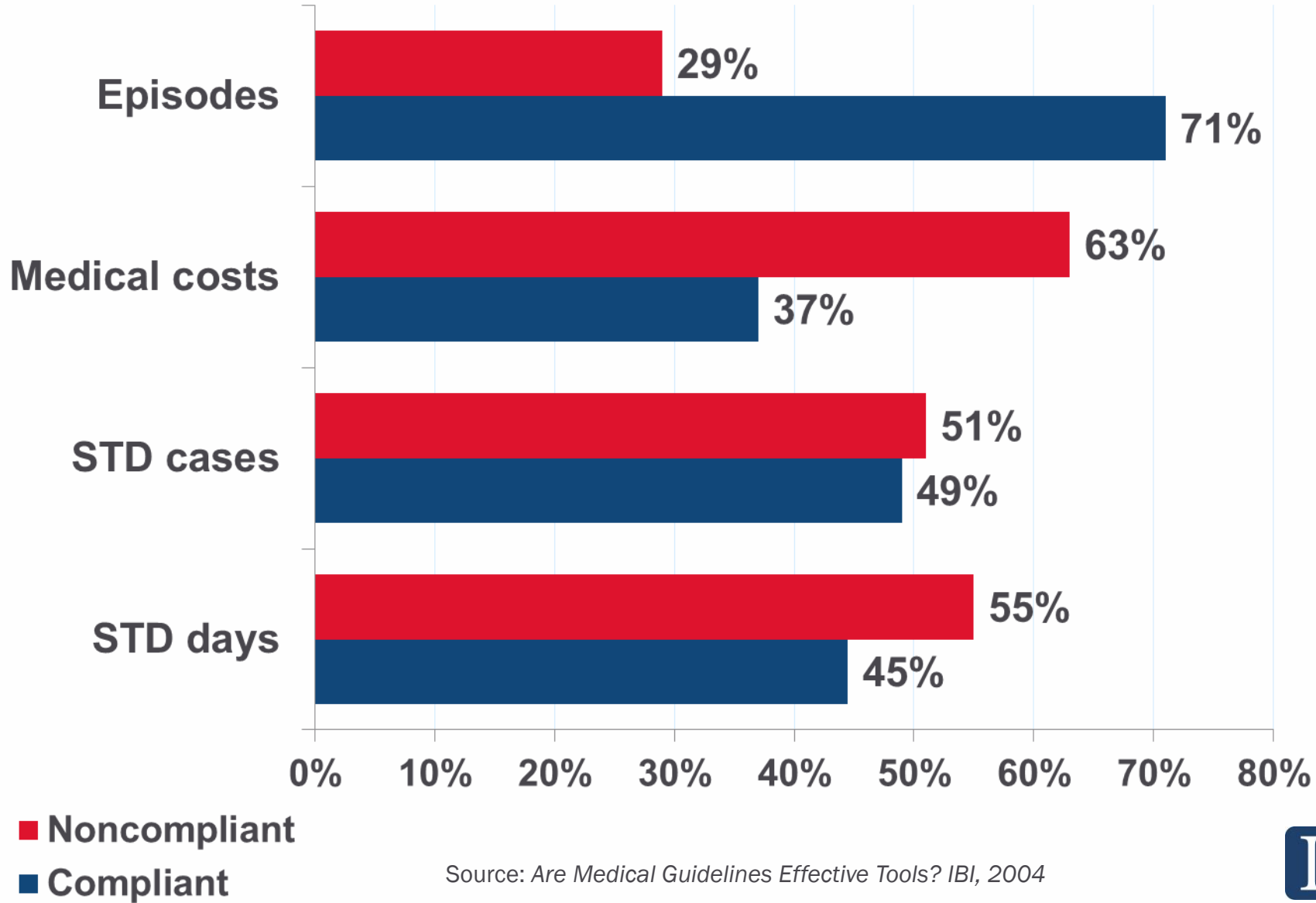
Lost Worktime = 2/3s of costs



Source: IBI Full Cost Estimator model, 2016



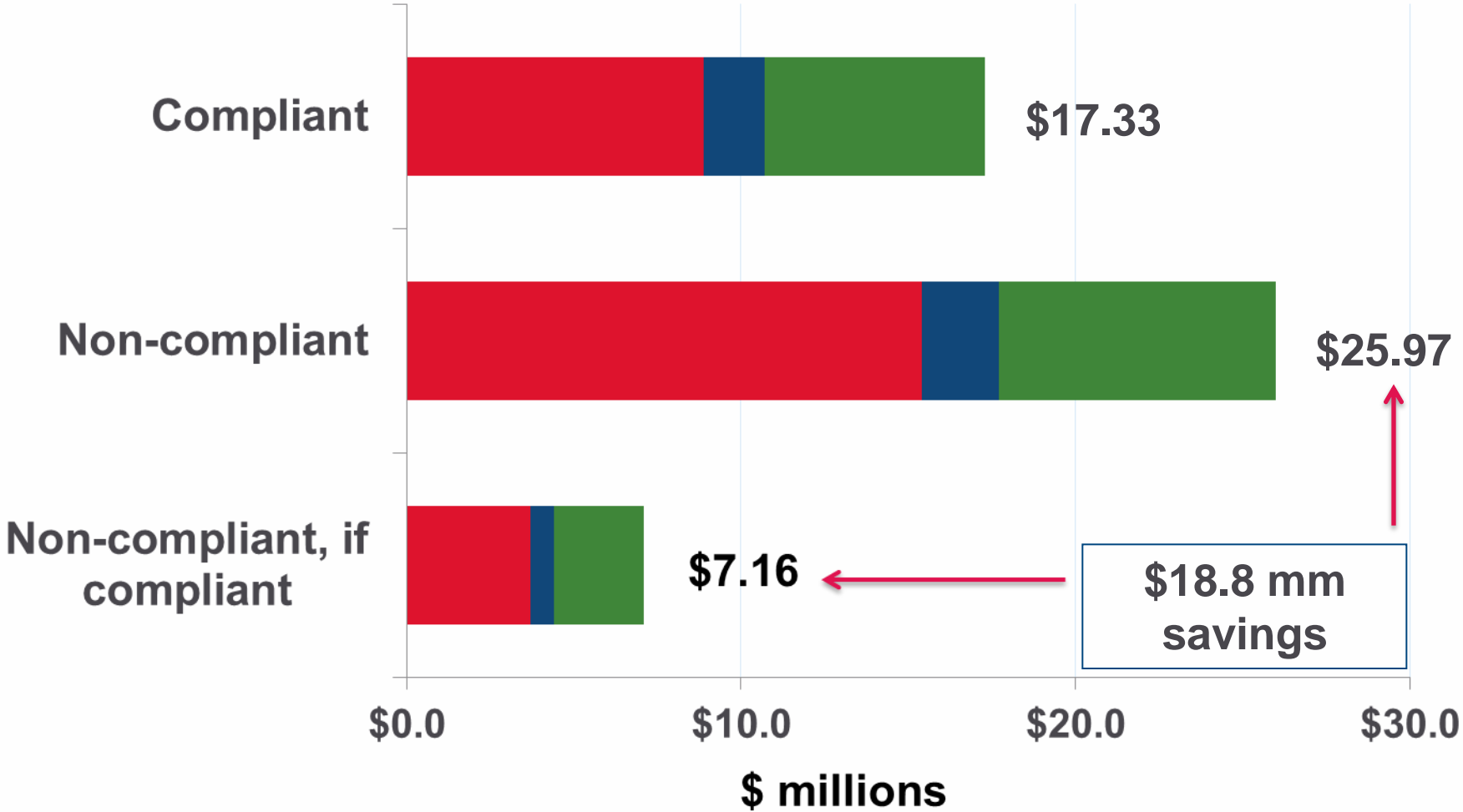
# Closing gaps in low-back care



Source: *Are Medical Guidelines Effective Tools?* IBI, 2004

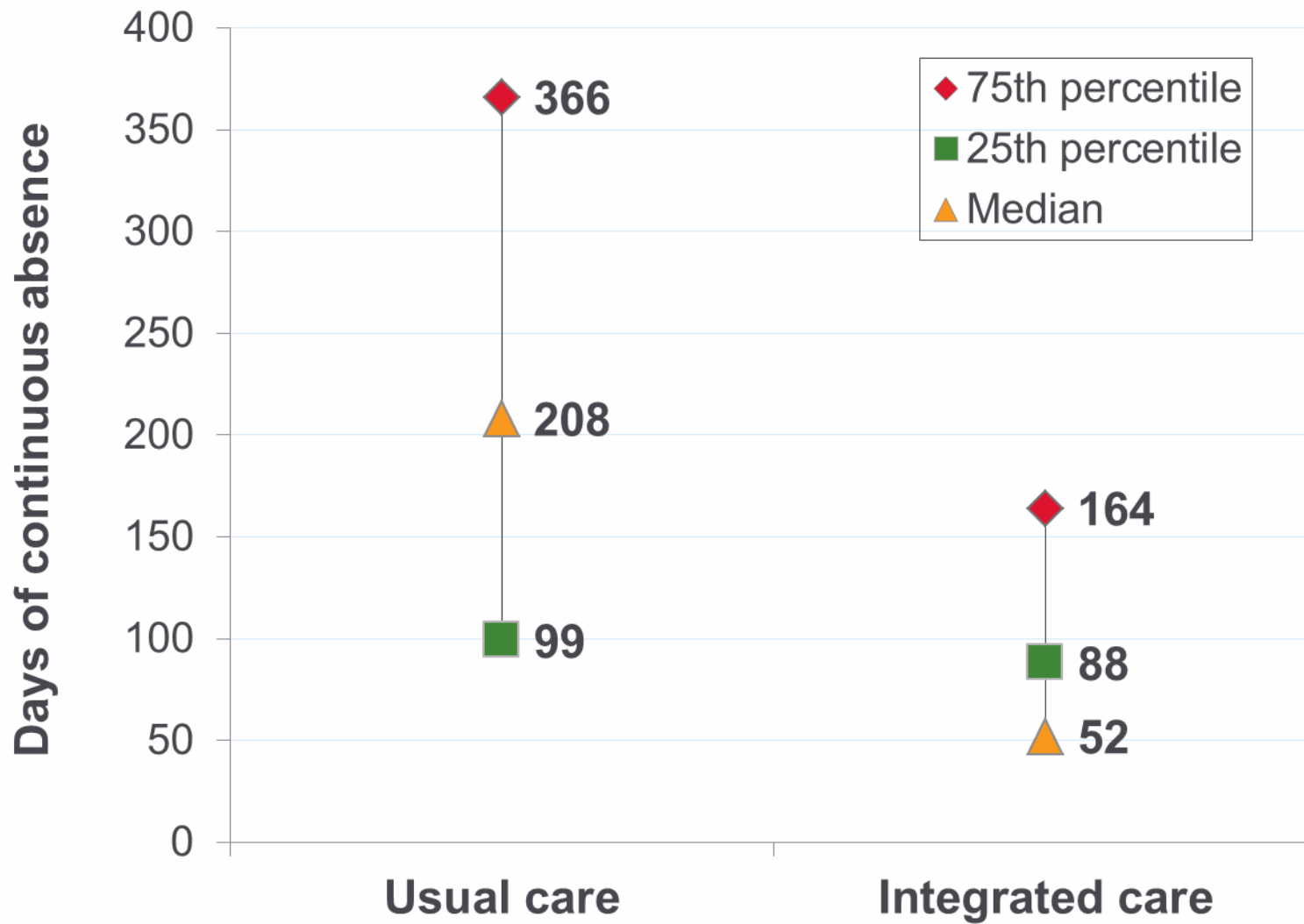


# Impact of reducing non-compliance

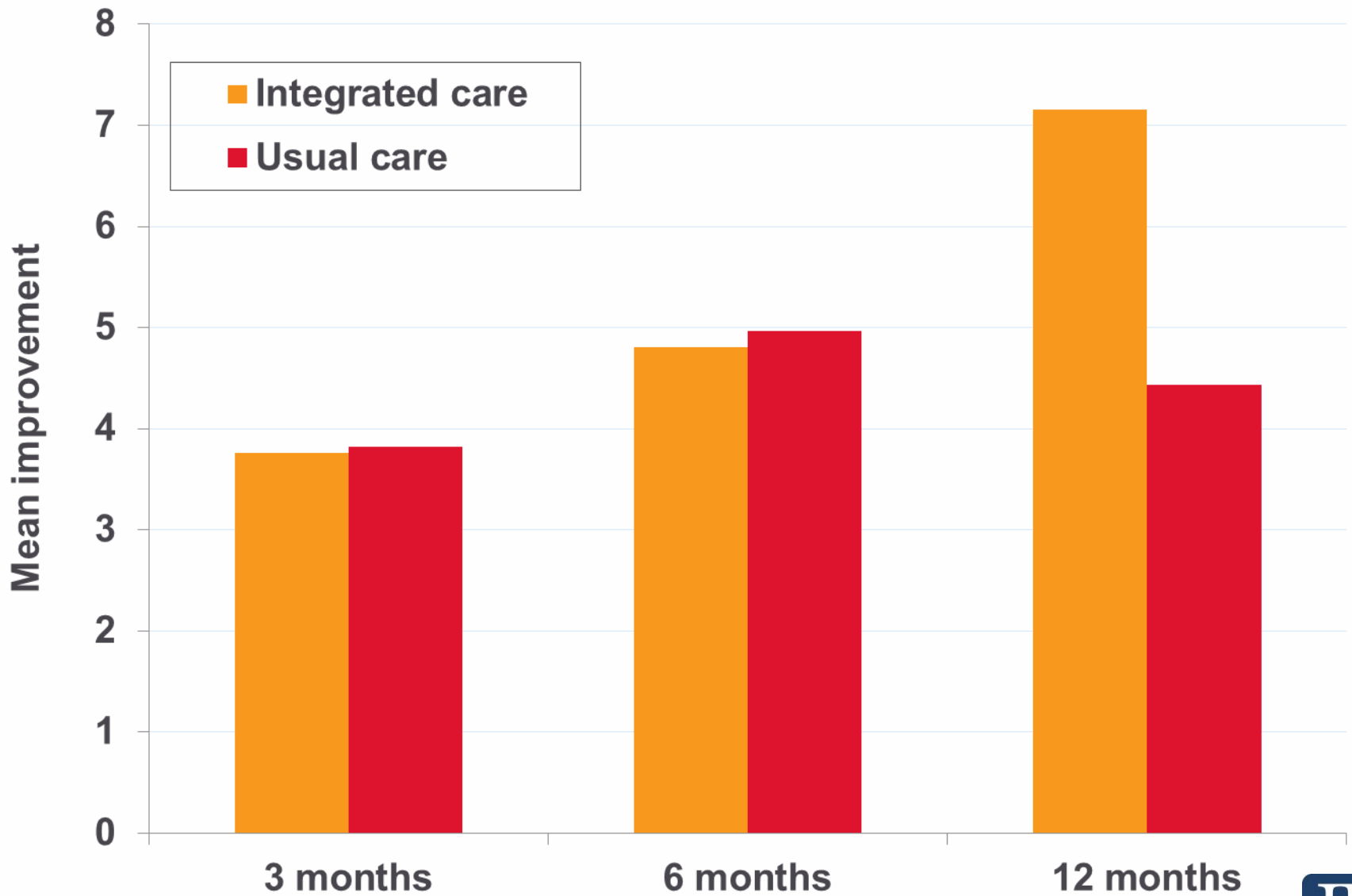




# Variability in disability duration



# Change in Functional Status



# Evidence for Workplace Interventions

- **Occupational therapy has been shown to reduce duration of temporary work disability**
- **Employees with positive expectations about recovery have shorter work absences**
- **Multidisciplinary interventions have proven effective in reducing long-term sickness absence**
- **Most cases can resolve in a relatively short time frame using low-cost workplace interventions such as job accommodations**

# Contact information

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