

Wellness on the Run Webinar

Overcoming opioids in the workplace

May 16, 2018



Welcome

Today's presentation will begin shortly.

- In order to hear the audio for this presentation, please turn up your speakers.
- If you'd like to ask a question, please use the **Q&A area** of the console.
- A PDF of the presentation and other relevant resources are available under the **Resource Widget** at the bottom of the screen.
- To resize the presentation, just drag the lower right corner of the slide area.
- If you need help during the event, please click on the **Question Mark Widget** at the bottom of the screen.

Opioids in America

- Overdoses are now a **leading cause of death** of Americans under 50.¹
- In 2016, 6 of the top 8 countries with the highest drug overdose mortality rate were in **markets served by Anthem**.²
- America claims less than 5% of the world's population, yet it **consumes roughly 30% of the world's opioid supply**.³

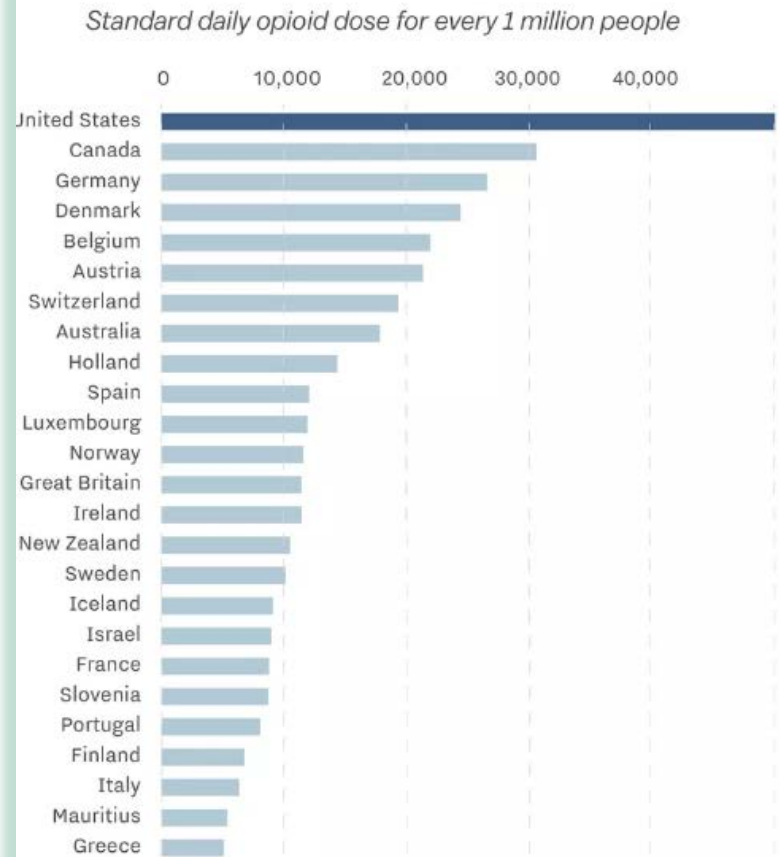
1. Source: [NY Times, 6/5/17](#)

2. Source: [EMS1.com](#); countyhealthranking.org CDC Aggregate Data

3. Source: Politifact Missouri "[Claire McCaskill cites disproven figure on opioid use](#)", 5/10/17

4. Source: United Nations International Narcotics Control Board

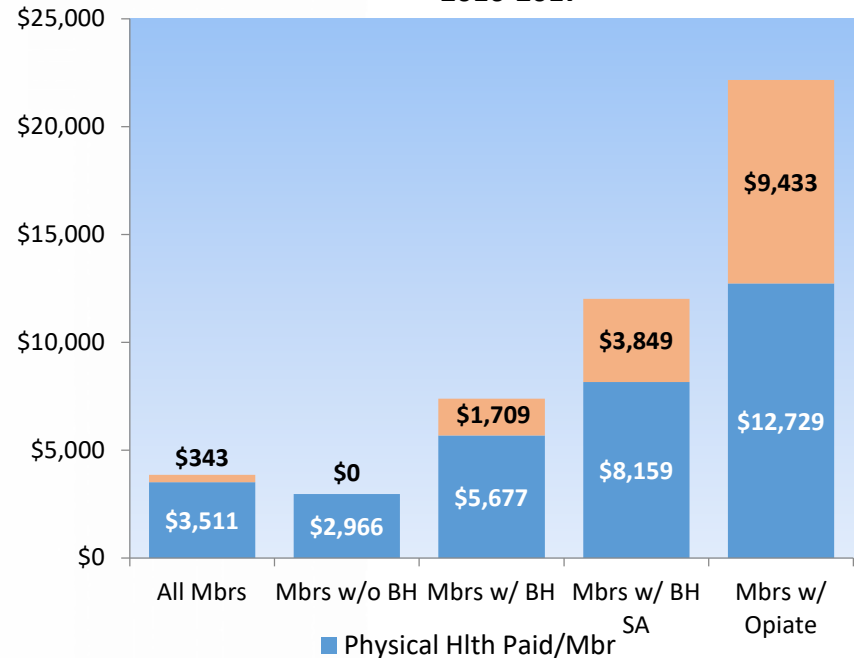
Americans consume more opioids than any other country



Cost Impact of Opioids

- Average member with a behavioral health condition **increases costs by 91%**
- Average member with a behavioral health and physical condition, **increases cost by 149%**

Total Cost of Care Comparison for Members with a Behavioral Health Co-Morbidity: 2016-2017



- Member with a substance abuse issue physical and behavioral health **increases cost 175%**
- Member with an opiate abuse issue physical and BH spend **increases cost 328%**


Signs and symptoms of opioid misuse


- **Change in work attendance**
 - Persons who misused opioids accounted for 64.5% of medically related absenteeism¹
- **Increased time to complete tasks²**
- **Increased accidents on the job²**
- **Extreme emotional changes (happy, sad, angry, etc.)²**
- **Incomplete work and/or missing deadlines²**
- **Change in personal appearance and/or hygiene²**


¹<https://www.iscebs.org/Documents/PDF/bqpublic/Kuhn.pdf>

²<http://www.addictionrecov.org/proctorinfo.aspx?SubCategoryID=85>

Opioid Reduction Goals

-  **Prevention**
Reduce Prescribed Opioids Filled at Pharmacies by 35% by the End of 2018
(Original target of 30% reduction has been met early)

-  **Treatment and Recovery**
Double the percent of members receiving comprehensive MAT by the End of 2019

-  **Deterrence**
Reduction in Opioid Overdoses

Early Identification, Treatment and Recovery

Minimize risks and enable earlier identification

- Care Management support
- Improving MAT access in rural areas through PCP recruitment
- Peer recovery support services
- Expanded care and treatment options through telehealth
- Provider and Vendor collaboration
- Expansion of MAT ECHO Hubs

Provide access to additional evidence based tools

- Access to online consumer tools, such as mobile apps, decision-support tools, and support groups
- Offer a variety of coverage for non-pharmacologic approaches to pain management including:
 - Physical Therapy
 - Osteopathic Manipulation
 - Pain management programs
 - Cognitive behavioral therapy

Non-pharmacologic Alternatives to Pain Management

- **Physical therapy**
 - Physical therapists can diagnose and find the source of pain. They use manual techniques to address chronic pain¹.
- **Osteopathic manipulation**
 - A whole body approach to medicine that encourages your body to self-heal².
- **Cognitive behavioral therapy (CBT)**
 - CBT is a form of talk therapy that helps the way someone views their pain³.
 - Pain perception can have a large impact on a person's reaction to pain. If you can improve the outlook and arm someone with coping mechanisms, they may feel better without ever changing the actual physical pain³.
- **Pain management programs**
 - Program that include multiple disciplines to help treat the whole person and address chronic pain. A program could include doctors, nurses, psychologists, physical therapists, dieticians and occupational therapists⁴.

¹<https://www.webmd.com/a-to-z-guides/condition-15/pain/physical-therapy?page=1>

²<https://www.webmd.com/pain-management/osteopathic-pain-relief#1>

³<https://www.webmd.com/pain-management/features/cognitive-behavioral#2>

⁴<https://www.webmd.com/pain-management/pain-clinics-all-about#2>

Actions Employers Can Take

- **Raise awareness through direct to employee communications**
 - Address stigmas with your employees-convey the message of it being ok to seek help.
 - Support employees knowledge in pain management alternatives.
- **Consider implementing a prescription drug use policy in your organization**
 - The National Safety Council offers a [free toolkit](#) to help you build a policy.
 - Encourage a drug free workplace: Visit <https://www.samhsa.gov/workplace> to learn more about legal requirements and how to implement programs.

Actions Employers Can take

- Encourage employees to use an Employee Assistance Program
- Encourage employees to contact their medical benefits for help options
- Educate employees about warnings safe use of opioids, and how to talk to their physician by using the below informational flyers
 - [Opioids: What you need to know before you start taking them](#)
 - [Talking to your provider about opioids](#)
 - [Opioid Safety](#)
- Educate employees on proper use and disposal of prescription medications
 - [The National Safety Council provides a helpful handout](#)
- Visit these websites for additional resources:
 - <https://www.samhsa.gov/find-help>
 - <http://whatsupwithopioids.org/connector>

Don't Forget To Register

Register for the remaining 2018 Employer Webinars, or catch up on demand at: <http://www.timewellspenthome.com/webinar/>

Topics:

<u>Employer Events</u>	Event Date
Time to tone up your wellness program and get results.	6/20/18
Creating a workplace in motion: steps to reducing back and joint pain.	7/18/18
Positive thinking, positive health. Tips to combat workplace stress and negativity.	8/15/18

2018 DocTalks

Your employees can get health tips with our free DocTalk webinars!

DocTalk webinars are available to all members and their spouses.

June 12, 2018 12:00 pm & 3:00 pm EDT	Topic: Musculoskeletal Wellbeing and Treatment Presenter: Dr. Tony Linares
August 14, 2018 12:00 pm & 3:00 pm EDT	Topic: Diet, Nutrition and Weight Loss Presenter: Dr. Richard M. Lachiver

Employees can register at webinars.on24.com/doctalk/register2018.

Questions

