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Towards Integrated Workplace Health: Linking Prevention with Disability Management

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Origins of RTW?



Origins of RTW?



Philadelphia Declaration ILO 1944



F. D. Roosevelt, 1943 / Source: Wikipedia commonfree



F. D. Roosevelt, 1941 / Source: Wikipedia commonfree

Establishing Global Guidelines on RTW

ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)

went into effect on June 20, 1985

Article 3

The said policy shall aim at ensuring that appropriate vocational rehabilitation measures are made available to all categories of disabled persons, and at promoting employment opportunities for disabled persons in the open labour market.

NIDMAR Program

- Certified RTW Coordinators
- CDMP
- Audit



NIDMAR Program

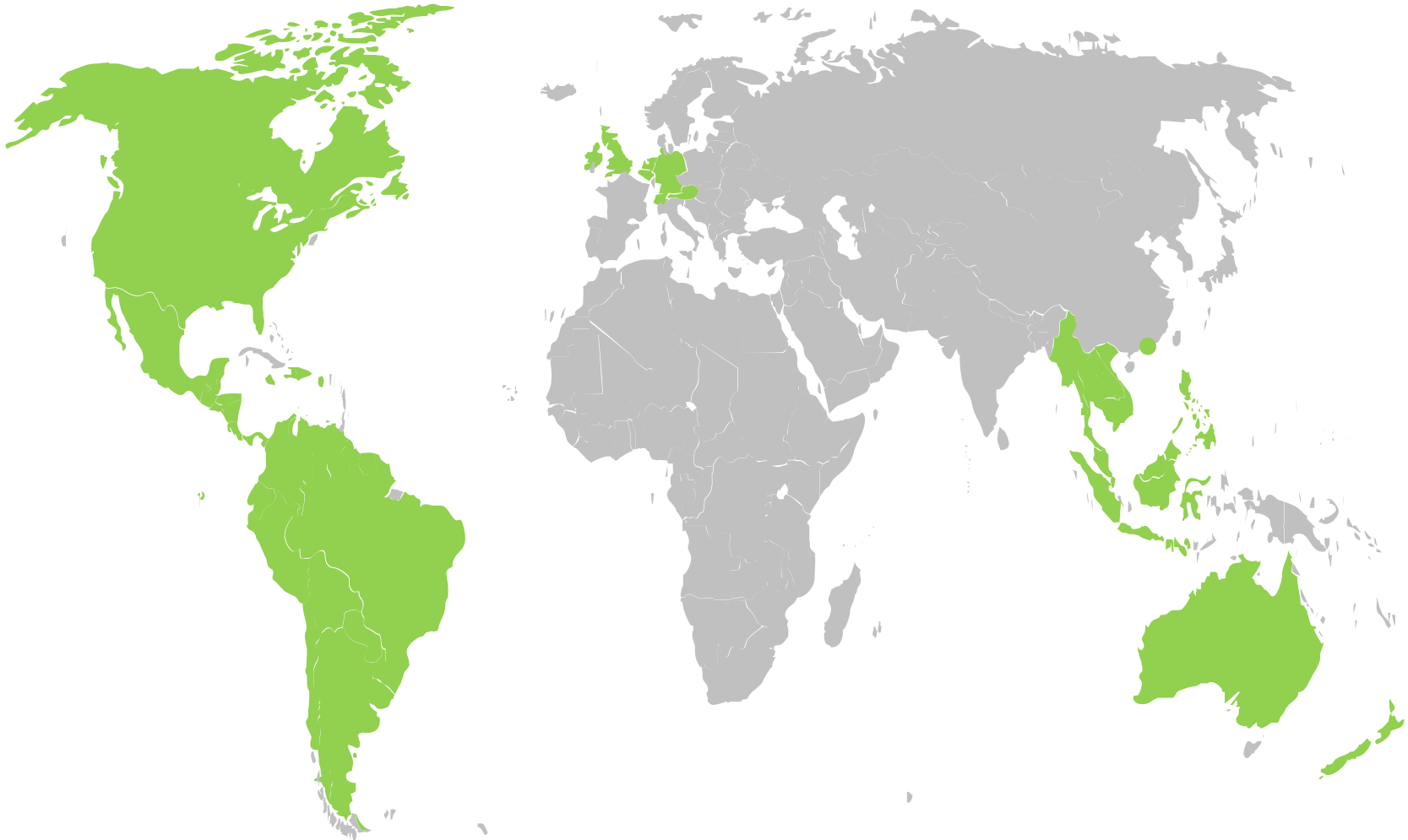


Wolfgang Zimmermann



Wolfgang Zimmermann
Source

Global Distribution of the NIDMAR Program



Recognizing the Rights of Persons with Disabilities

Convention on the Rights of Persons with Disabilities (CRPD)

Artikel 27

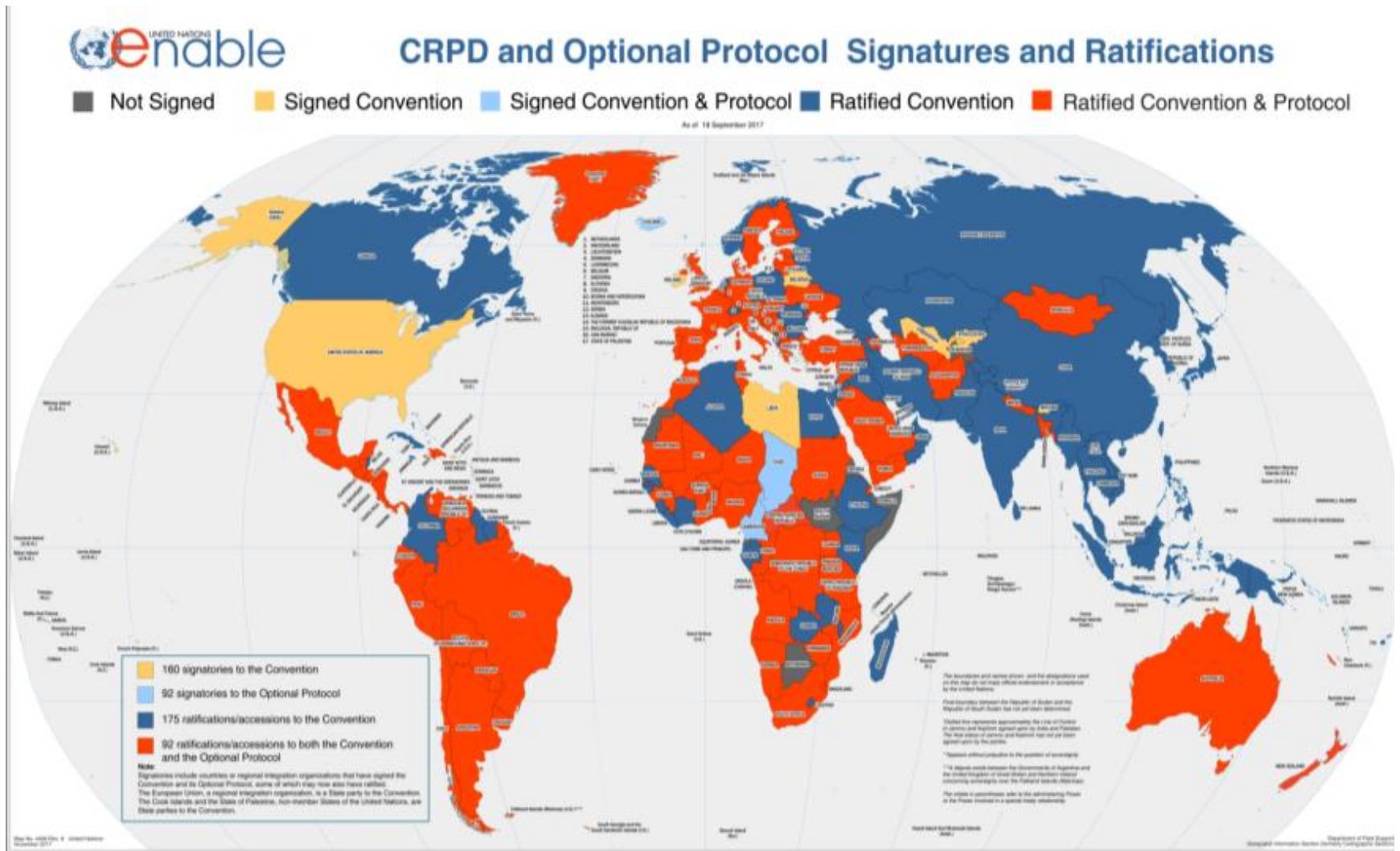
Work and employment

1. States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia:

...

(k) Promote vocational and professional rehabilitation, job retention and return-to-work programmes for persons with disabilities...

Global Recognition of CRPD



Key Principles of Disability Management

Accessibility

What is a RTW Program?



Definition Of RTW – According to the ISSA (2017)

The focus... is on **persons who are on sick leave from work**, either on a short-term or long-term basis, and who retain an attachment to a specific employer. The guidelines are applicable regardless of whether the reason for the sick leave absence is occupational or non-occupational.

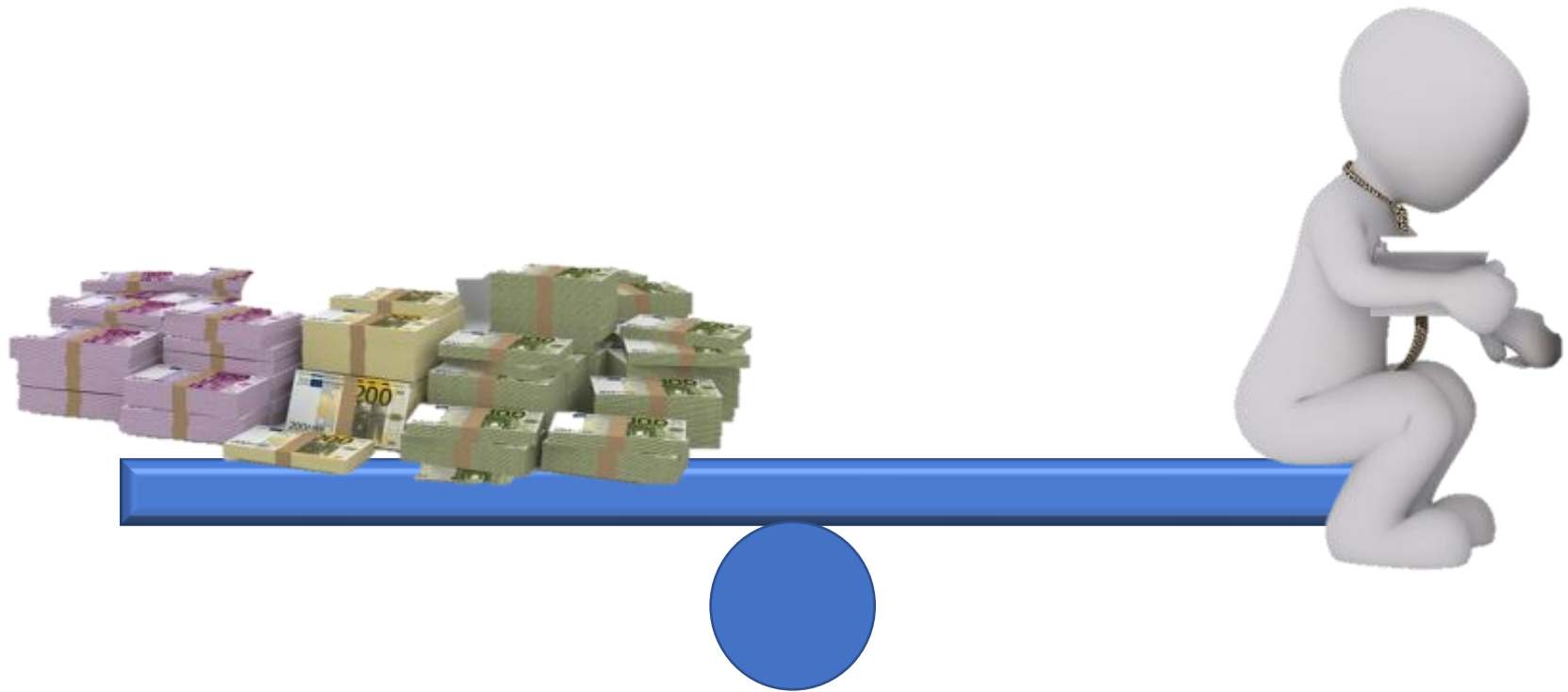
Return to work (RTW) is a key pillar in a **set of workplace processes** designed to facilitate the workplace reintegration of persons concerned, who experience a reduction in work capacity as a result of either occupational or non-occupational diseases or injuries. By taking into account individual needs, the work environment, enterprise needs and **legal responsibilities**, return to work processes represent a coordinated effort focused on **job retention** as the first step in preventing persons who experience a reduction in work capacity from an early exit from working life.

The return to work of workers who are on sick leave is part of a **continuum of processes** aimed at protecting and promoting the health, well-being and work ability of the workforce. Return to work is one important component of a tertiary prevention approach.

Key Tenants of RTW Programs



Cost / Benefit of RTW?



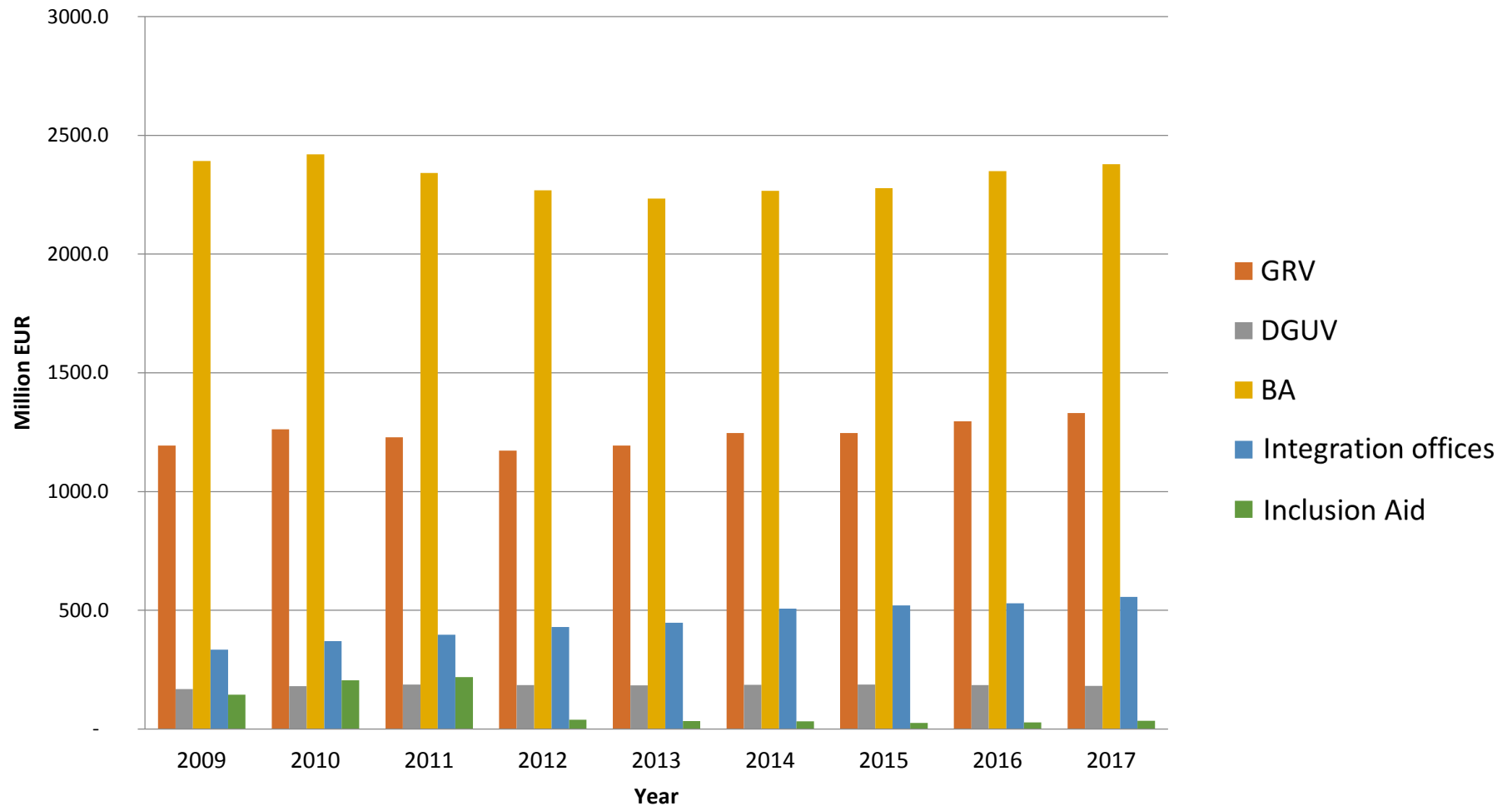
Aid To Handicapped Pays Dividends To Uncle Sam

Since Rehabilitation Act Passage In 1954,
250,000 Disabled Have Returned To Jobs

By RAY BRUNER
Blade Science Editor

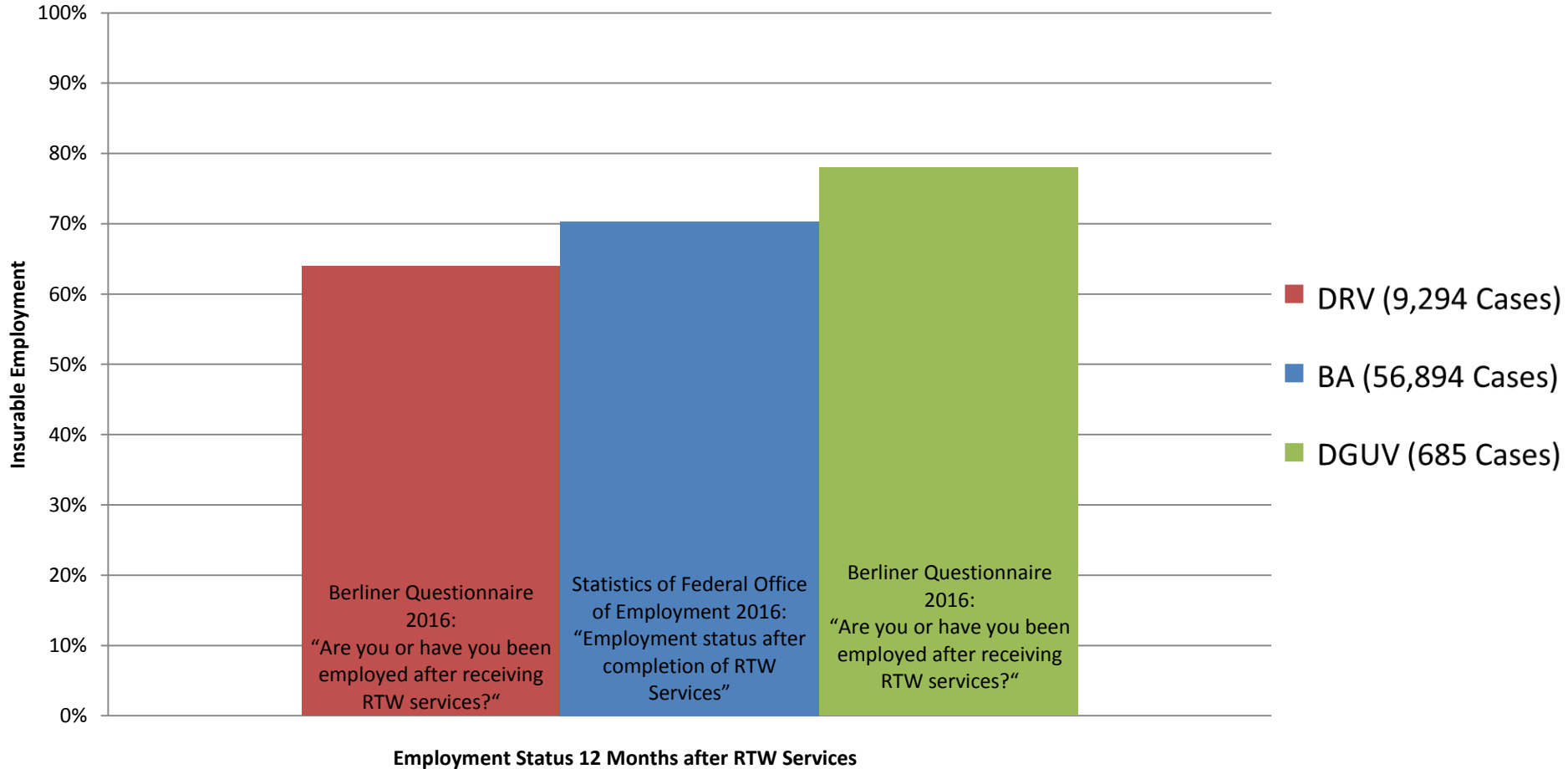
Uncle Sam is finding that helping the crippled and disabled back to work is an increasingly profitable enter-

Expenditures for Employment Inclusion Services



Quelle: BAR-Info 2012-2019

Success Rates of Individual Bodies



§ 26 Section 2 Number 2

The insurance provider is to secure earliest possible return to work using

all available means

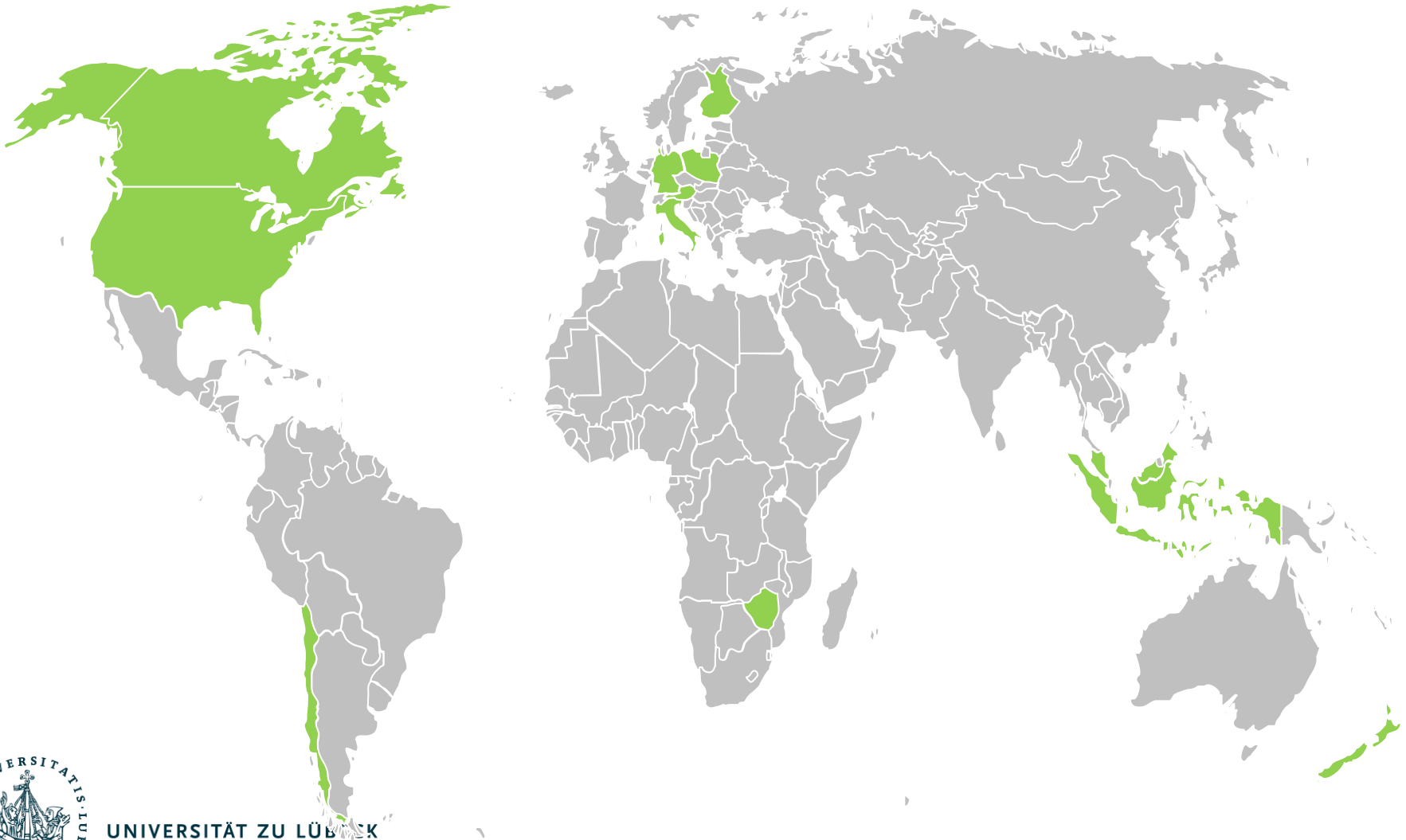
ensuring that the beneficiary is able to engage in gainful employment according to their inclinations and competencies.

Who is "better"?





Participating Countries 2017



Who benefits from Return to Work?

- **Workers:** Quality of life, social inclusion
- **Employers:** Increase in productivity, decrease in health-related absenteeism, retention of expertise and know-how
- **Social Security:** Decrease in expenditure for medical treatment, sick pay, pensions, and personal care benefits
- Economy:** Improved employability of the workforce as a prerequisite for growth in an ageing society



ROI Results: Employer Average

3.7



ROI Results: Social Security Average



2.9



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Source: https://de.m.wikipedia.org/wiki/Datei:DBP_1989_1426_Gesetzliche_Rentenversicherung.jpg 32

ROI Results: Society / State



2.8

...only considering productivity-related costs and benefits!!



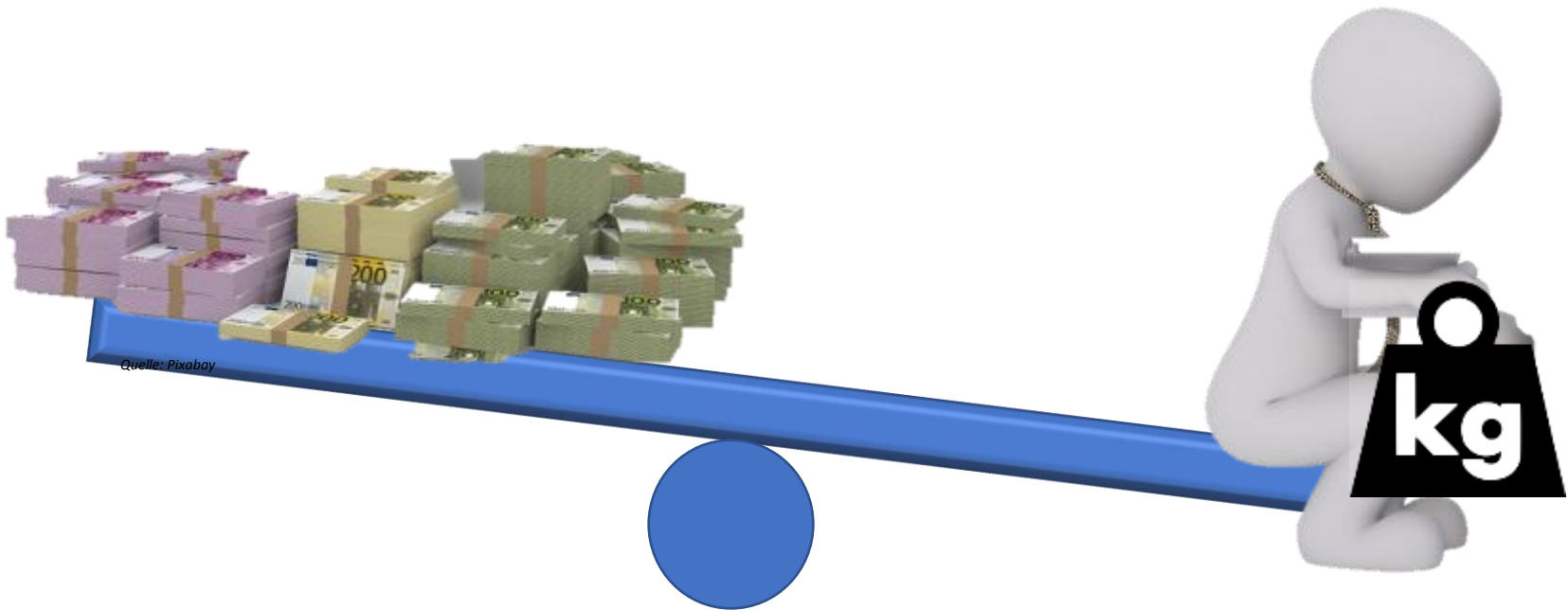
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Source: https://de.m.wikipedia.org/wiki/Datei:DBP_1989_1426_Gesetzliche_Rentenversicherung.jpg 33

I'm fine. It's fine.
Everything is fine.
...is it really??

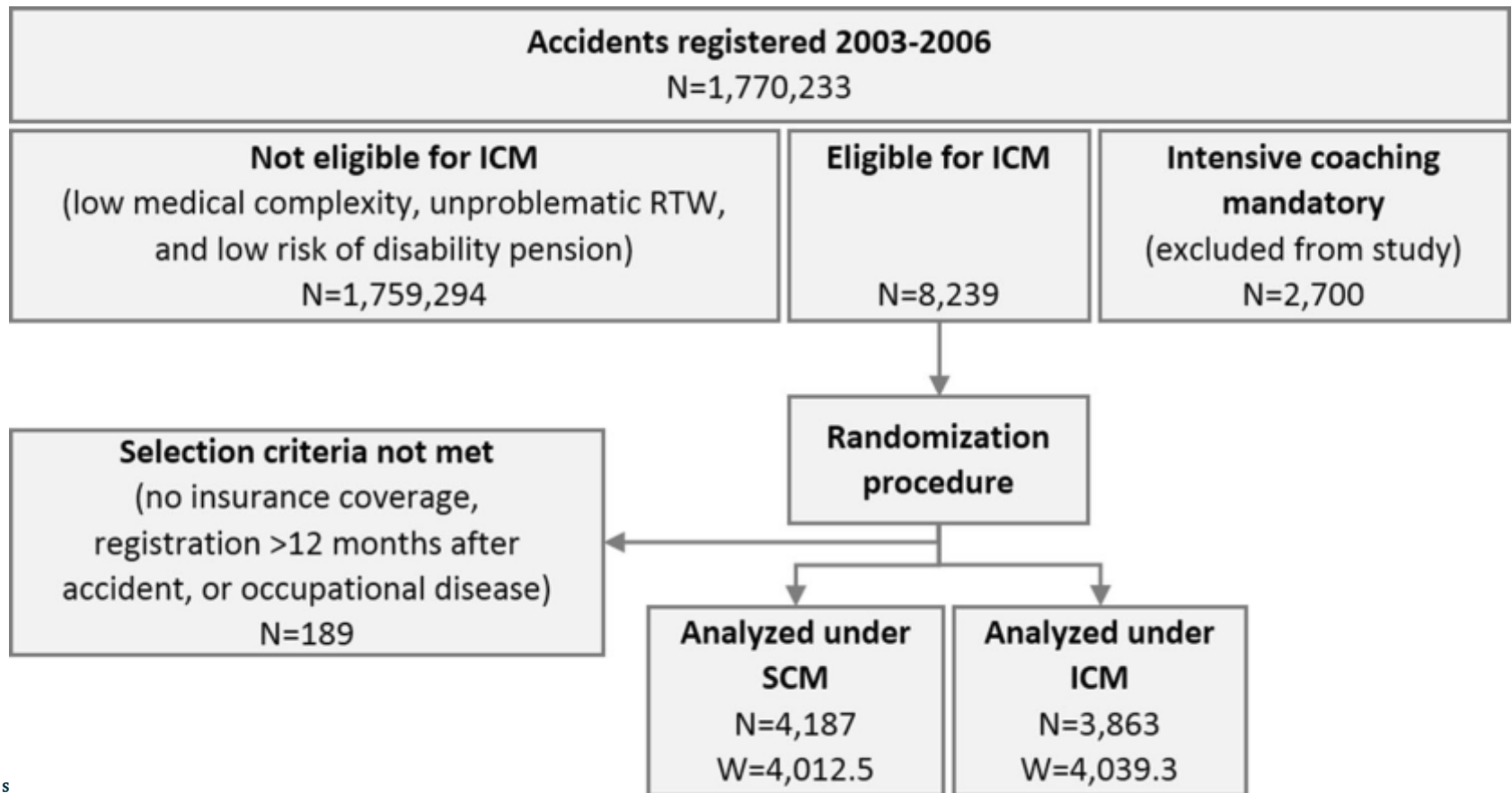


More is better??



Study Results: Schulz et. al (2018)

Participant flow with absolute (N) and weighted (W) number of cases



Study Results: Schulz et. al (2018)

Treatment Costs

Throughout the 6-year follow-up period, average treatment costs per case were higher under ICM than under SCM. This difference increased over time and was statistically significant at each yearly measurement except for that at 12 months (Fig. 3; Table 2). At the end of the 6-year follow-up period, cumulative treatment costs were 39,800 CHF under SCM and 43,500 CHF under ICM (+9.4 %, $p = 0.01$).

Study Results: Schulz et. al (2018)

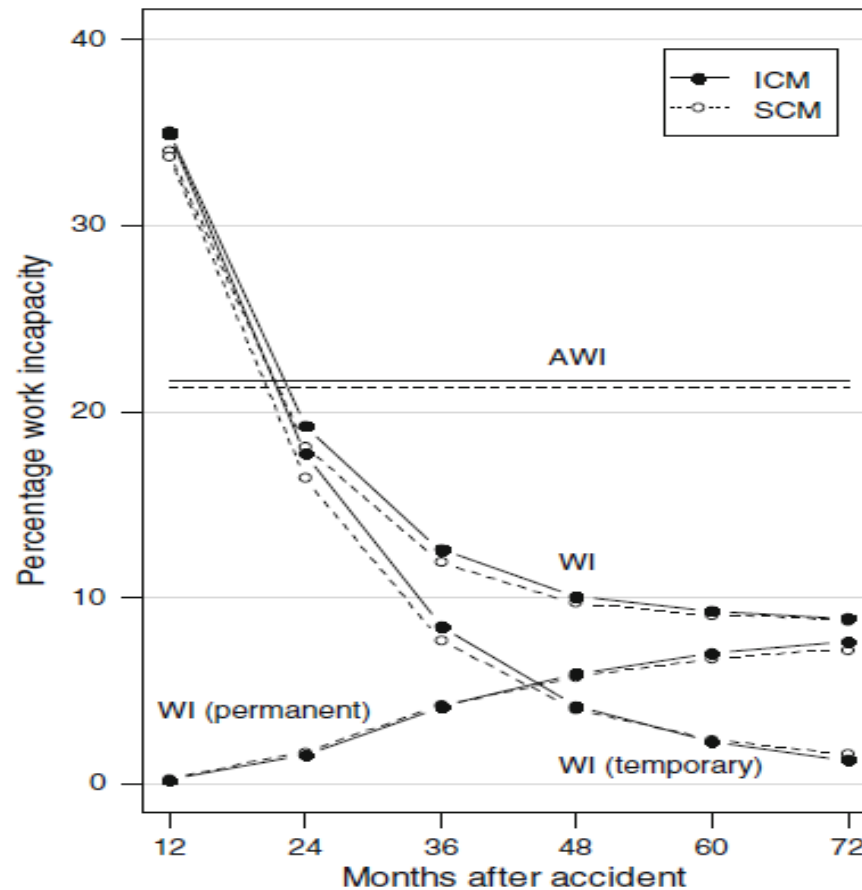


Fig. 2 Work incapacity (WI) at the end of each follow-up year as a percentage of pre-accident work capacity. Contributions from permanent WI (permanent disability pensions and fatalities) and temporary WI (indemnified by daily allowances) are shown. *AWI* denotes daily work incapacity integrated over the entire 6-year follow-up period. *SCM* standard case management, *ICM* intensive case management

Sustainable Return to Work: A Systematic Review

Focus on Personal and Social Factors

- “Sustainable RTW is difficult to define especially as different studies use carrying durations for outcome measures...”
- “...it is unclear which gender of the two is more likely to return to work sustainably after an absence spell...”
- “The most consistent evidence for achieving sustainable RTW ... was from support from line managers or supervisors and co-workers...”

The results are amazing!



The ingredients are clear



But what's the RECIPE???

HAVIJ

AFGHANISTAN

1 Bund Karotten
1 bunch of carrots

1 Bund Petersilie
1 bunch of parsley

1 Bund Koriander
1 bunch of coriander

1 Bund Minze
1 bunch of mint

2 Zwiebeln
2 onions

4 Knoblauchzehen
4 cloves of garlic

250 g rote Linsen
250 g red lentils

1 Dose Tomaten
1 can of tomatoes

Salz, Pfeffer, Currypulver
salt, pepper, curry powder

dieses Gericht ist vegan
this dish is vegan

CREAMY-LENTILE SOUP
LIGHT AND CREAMY VEGETABLE SOUP

- Karotten schälen und in kleine Würfel schneiden. Die Blätter von den Kräutern zupfen und fein hacken.
- Die Zwiebeln und den Knoblauch sehr fein hacken.
- Die Linsen waschen und mit den Karotten in einen Topf mit etwa 2 l Wasser geben.
- Sobald das Wasser kocht, die Tomaten, den Knoblauch und die Zwiebeln in den Topf geben.
- Mit Salz, Pfeffer und Currypulver abschmecken.
- Etwa 20 min kochen lassen, dann vom Herd nehmen und die gehackten Kräuter dazu geben.
- Zum Schluss die Suppe pürieren und servieren.

- Peel the carrots and chop into small pieces; finely chop the herbs.
- Chop onions and garlic into small pieces.
- Wash the lentils and put them together with the carrots in a cooking pot with 2 l water.
- Once the water is boiling, add tomatoes, onions and garlic.
- Season with salt, pepper and curry powder.
- Cook for approximately 20 min, set the cooking pot aside and add the herbs.
- Puree the soup and serve.

Return to Work programmes – one part of the success



source: iStock

International Return on Prevention research project

- Calculating the International Return on Prevention for Companies: Costs and Benefits of Investments in Occupational Safety and Health
- Joint project of the International Social Security Association (ISSA) and the German Social Accident Insurance (DGUV)
- 19 participating countries and 337 interviewed companies

Results of the Return on Prevention Study

- International Return on Prevention **2.2** (benefit/cost-ratio)
- Return on Prevention in Germany: 1.6
(€ 1 invested into OSH measures produces an economical outcome of € 1.60 – the investment had a return of 60 %!)
- **Conclusion: Expenses for prevention work improve the economic performance of the companies**

Return to Work and Prevention programmes – together strong



Source: iStock



Source: iStock



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Questions? Discussion!

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