

# 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.<sup>1</sup>
- In 2016, 6 of the top 8 countries with the highest drug overdose mortality rate were in **markets served by Anthem.**<sup>2</sup>
- America claims less than 5% of the world's population, yet it **consumes roughly 30% of the world's opioid supply.**<sup>3</sup>

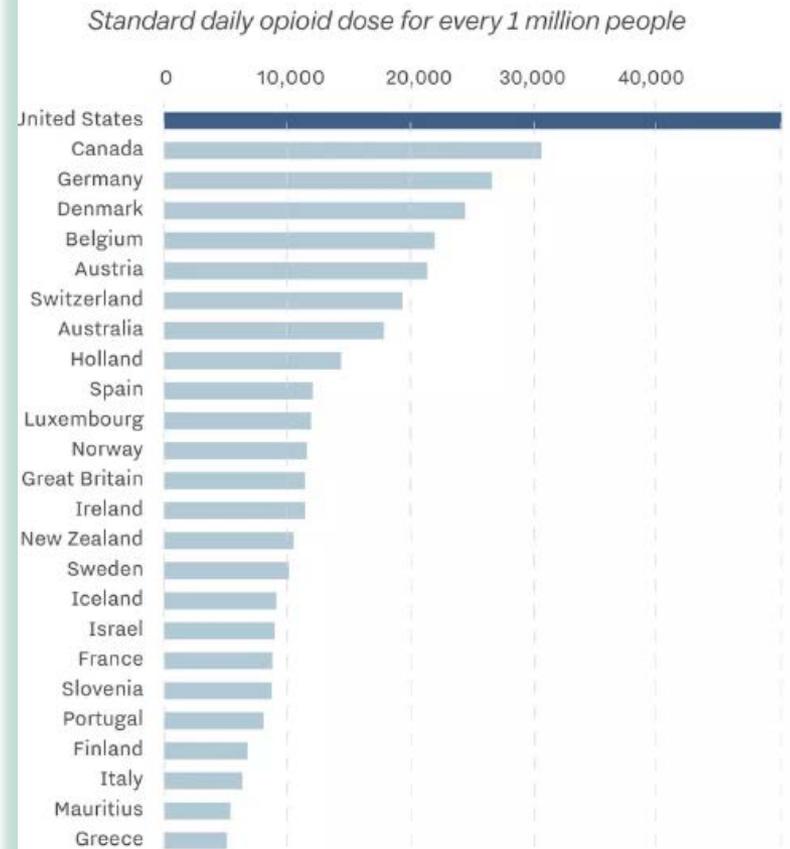
1. Source: [NY Times, 6/5/17](#)

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

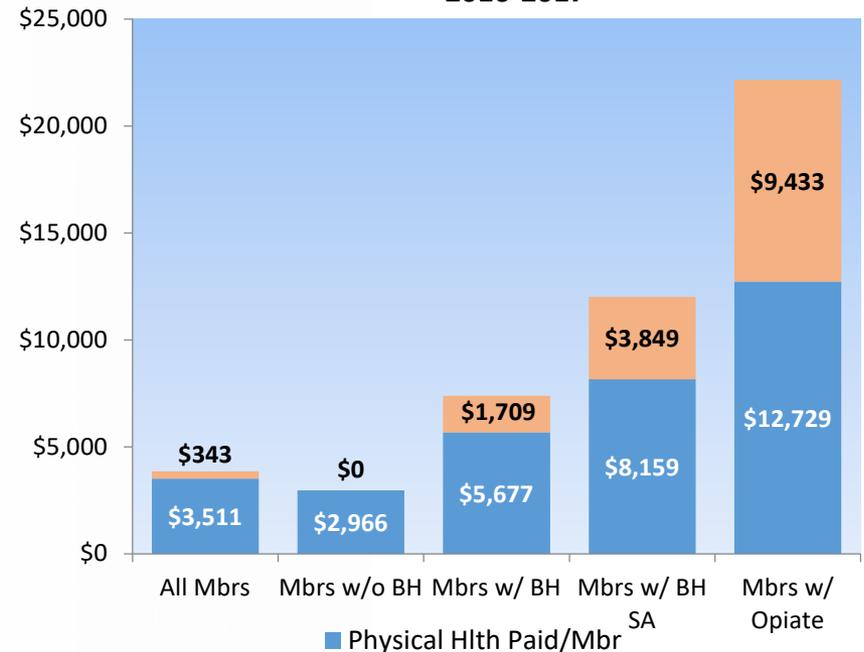
## Americans consume more opioids than any other country



# 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 absenteeism<sup>1</sup>
- **Increased time to complete tasks<sup>2</sup>**
- **Increased accidents on the job<sup>2</sup>**
- **Extreme emotional changes (happy, sad, angry, etc.)<sup>2</sup>**
- **Incomplete work and/or missing deadlines<sup>2</sup>**
- **Change in personal appearance and/or hygiene<sup>2</sup>**

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

<sup>2</sup><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)

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

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-  **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 pain<sup>1</sup>.
- **Osteopathic manipulation**
  - A whole body approach to medicine that encourages your body to self-heal<sup>2</sup>.
- **Cognitive behavioral therapy (CBT)**
  - CBT is a form of talk therapy that helps the way someone views their pain<sup>3</sup>.
  - 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 pain<sup>3</sup>.
- **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 therapists<sup>4</sup>.

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

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

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

<sup>4</sup><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.**

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

Employees can register at [webinars.on24.com/doctalk/register2018](http://webinars.on24.com/doctalk/register2018).

**Questions**

