



WELCOME TO OUR BREAKOUT SESSION:

# Opioids & Wellbeing

Controlling an Epidemic in the  
Workforce

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2018

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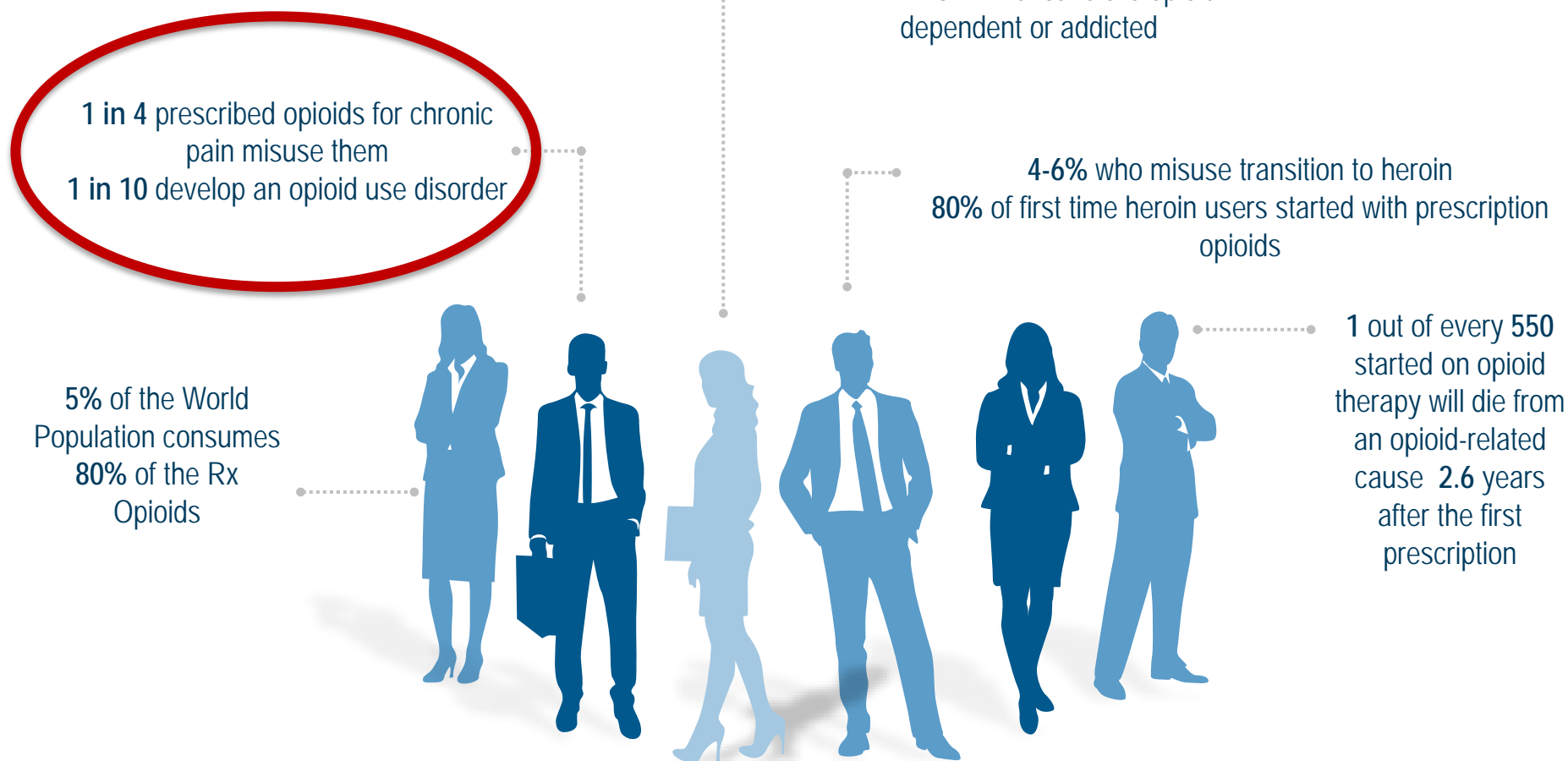
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# An Epidemic in the US

In 2016 there were more deaths due to opioid overdose than breast cancer





# An Epidemic in the US Workforce



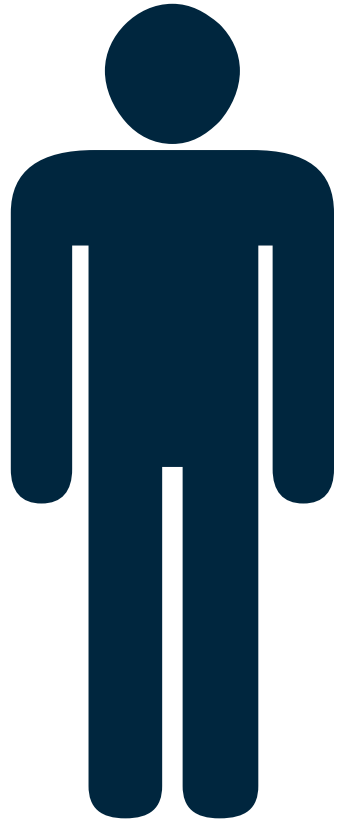
2/3 of those who report abusing pain killers are **employed**

70% of US Workplaces affected by opioid painkiller abuse



Opioid-Related Overdose is a leading cause of death for employees under 50

# The Economic Burden of the Opioid Crisis



\$78.5 Billion<sup>1</sup> ~ \$765 per employee per year<sup>2</sup>  
(that's about 10x what is spent on heart attacks and diabetes events)<sup>2</sup>

Worker's compensation claims 4x higher if even one opioid is prescribed<sup>3</sup>

10x higher when long-acting opioids are involved<sup>3</sup>

Lost productivity and missed workdays = \$25.5 billion<sup>4</sup>

Higher cost of care<sup>5</sup>

Lost workforce<sup>5, 6</sup>

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1. From <https://www.drugabuse.gov/drugs-abuse/opioids/opioid-overdose-crisis>
2. From <http://www.quizzify.com/single-post/2017/09/12/6-Shocking-Facts-About-Employee-Opioid-Abuse-Which-Cost-You-Money>
3. From <http://www.nytimes.com/interactive/2013/06/23/sunday-review/the-soaring-cost-of-the-opioid-economy.html>
4. From Societal Costs of Prescription Opioid Abuse, Dependence, and Misuse in the United States Birnbaum, et al. Pain Medicine, Volume 12, Issue 4, 1 April 2011, Pages 657-667
5. From <http://www.chicagotribune.com/business/ct-opioid-crisis-at-work-20170925-story.html>
6. From <https://www.theatlantic.com/business/archive/2017/12/workers-dying-overdoses/549008/>



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# How Have Opioids Impacted Your Workforce?

*"If it's mentionable, it's manageable"*

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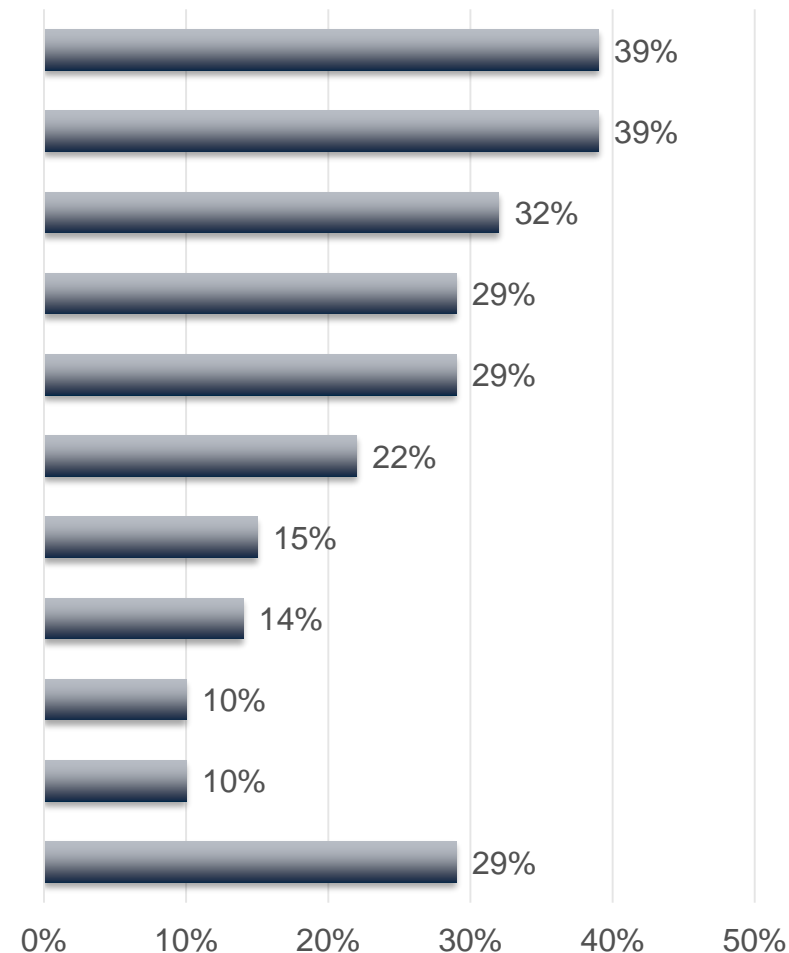
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# Incidents Experienced Due to Prescription Drugs

>70% of Employers report prescription drug impact in workplace

- Absenteeism or missed work
- Employee use of prescription pain meds at work
- Positive drug tests for opioids
- Impaired or decreased job performance
- Family member of employee affected
- Complaints to HR/Negative Impact on employee morale
- Near miss or injury
- Borrowing or selling prescription drugs at work
- Arrest (on/off job) related to opioids
- Overdose
- None of the above





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# What Are Employers Doing?

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## What Are You Doing to Respond?

- Training to deal with prescription drug misuse
- Training to all staff identify signs of misuse
- Training supervisors/managers to detect and address employee issues
- Comprehensive drug-free workplace policy
- Updating drug testing policy to address prescription drugs which may affect ability to perform job duties
- Test all employees for synthetic opioids

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## What Are You Doing to Respond?

- Help employees return to work following appropriate treatment for opioid dependency
- Re-communicating EAP offerings
- Providing services for families of employees
- Educating employees about dangers, consequences and health risks associated with prescription drug abuse
- Reinforcing confidentiality, to the extent possible, for those who bring issues forward

## What Are You Doing to Respond?

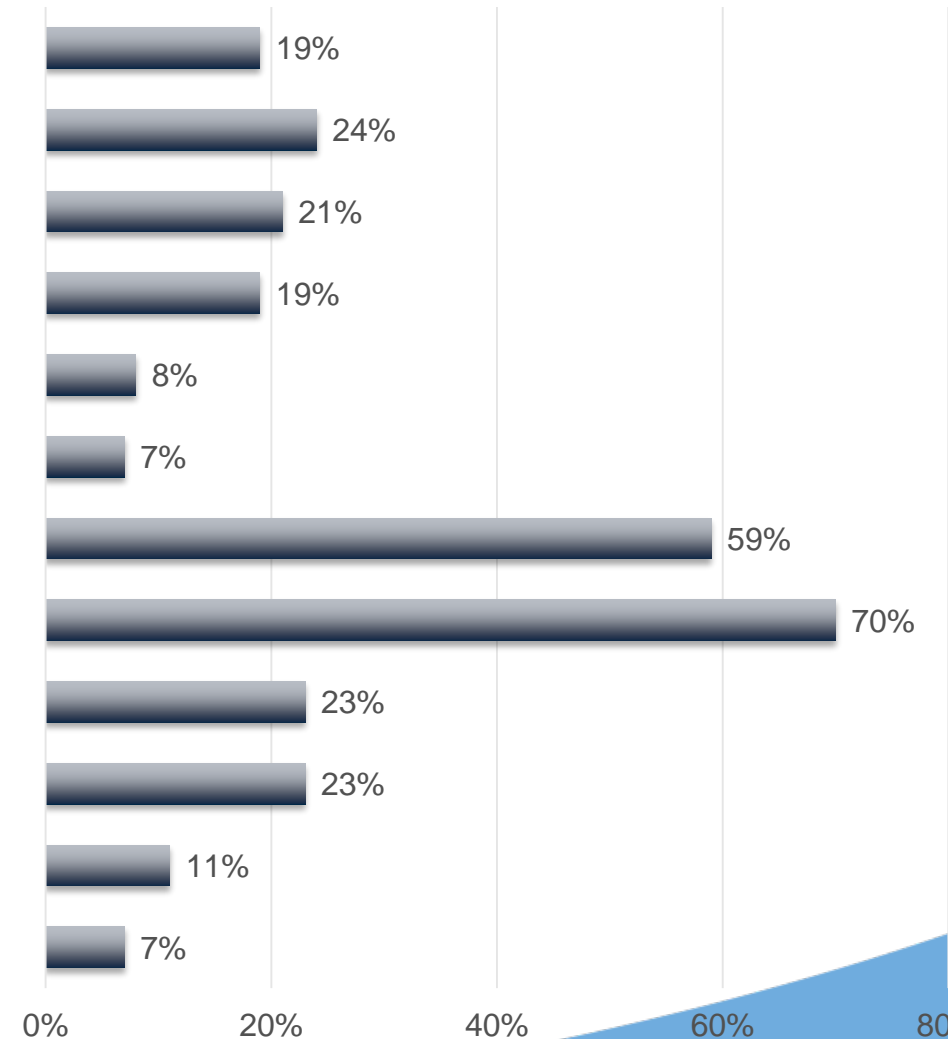
- I'm not doing anything because I don't have a clue where to start



# Employer Responses to the Opioid Epidemic

In 2017, 56% of employers were doing NOTHING...

- Training to deal with prescription drug misuse
- Training to all staff identify signs of misuse
- Training supervisors/managers to detect and address employee issues
- Comprehensive drug-free workplace policy
- Updating drug testing policy to address prescription drugs which may affect ability to perform job duties
- Updating drug testing policy with "Second Chance" rehabilitation
- Test all employees for synthetic opioids
- Help employees return to work following appropriate treatment for opioid dependency
- Re-communicating EAP offerings
- Providing services for families of employees
- Educating employees about dangers, consequences and health risks associated with prescription drug abuse
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© 2017 National Safety Council Survey of US Employers and 2017 IFEB and MRA Survey



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## A Wellbeing Connection?

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# Start with Why

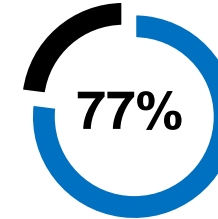
11.5 million adults who misused prescription pain relievers at least once in the past year were asked to identify the reason for their most recent pain reliever misuse.

## Top 5 Reasons Why US adults misuse opioids

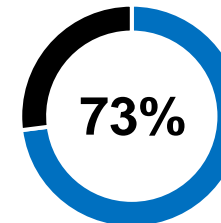
- to relieve physical pain
- to feel good or get high
- to relax or relieve tension,
- to help with sleep
- to help with feelings or emotions

For a comprehensive report on NSDUH prescription drug misuse data,  
see <https://www.samhsa.gov/data/sites/default/files/NSDUH-FFR2-2015/NSDUH-FFR2-2015.htm/>.

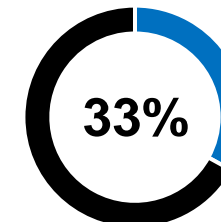
# What's Got Us So STRESSED Out?



Regularly Experience Physical Symptoms



Regularly Experience Psychological Symptoms



Living with Extreme Stress

APA *Stress in America*™ Survey: US at 'Lowest Point We Can Remember;' Future of Nation Most Commonly Reported Source of Stress



# Why Should Employers Care?



Approximately  
**2 in 3**  
EMPLOYEES REPORT  
**WORK**  
IS A SIGNIFICANT SOURCE OF STRESS<sup>1</sup>

Addiction

Aggression

Performance

Tobacco

Absenteeism

Non-Compliance

**Annual Expenditures ARE HIGH**



**\$190 billion** for work-related stress



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# Where Do We Go From Here?

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**REMOVE BARRIERS TO EVIDENCE-BASED TREATMENT OF OPIOID USE DISORDER**

**MEDICATED ASSISTED THERAPY**

Outpatient vs. In patient with Psych counseling



**COVER NON-PHARMACOLOGIC THERAPIES**

Acupuncture, therapy, yoga, meditation, chiropractic, Electronic STEM Devices, Visual Reality (VR) Technology

**NETWORK OPTIMIZATION**

Identifying Centers of Excellence for treatment of chronic pain or opioid dependency

**CARE COORDINATION**

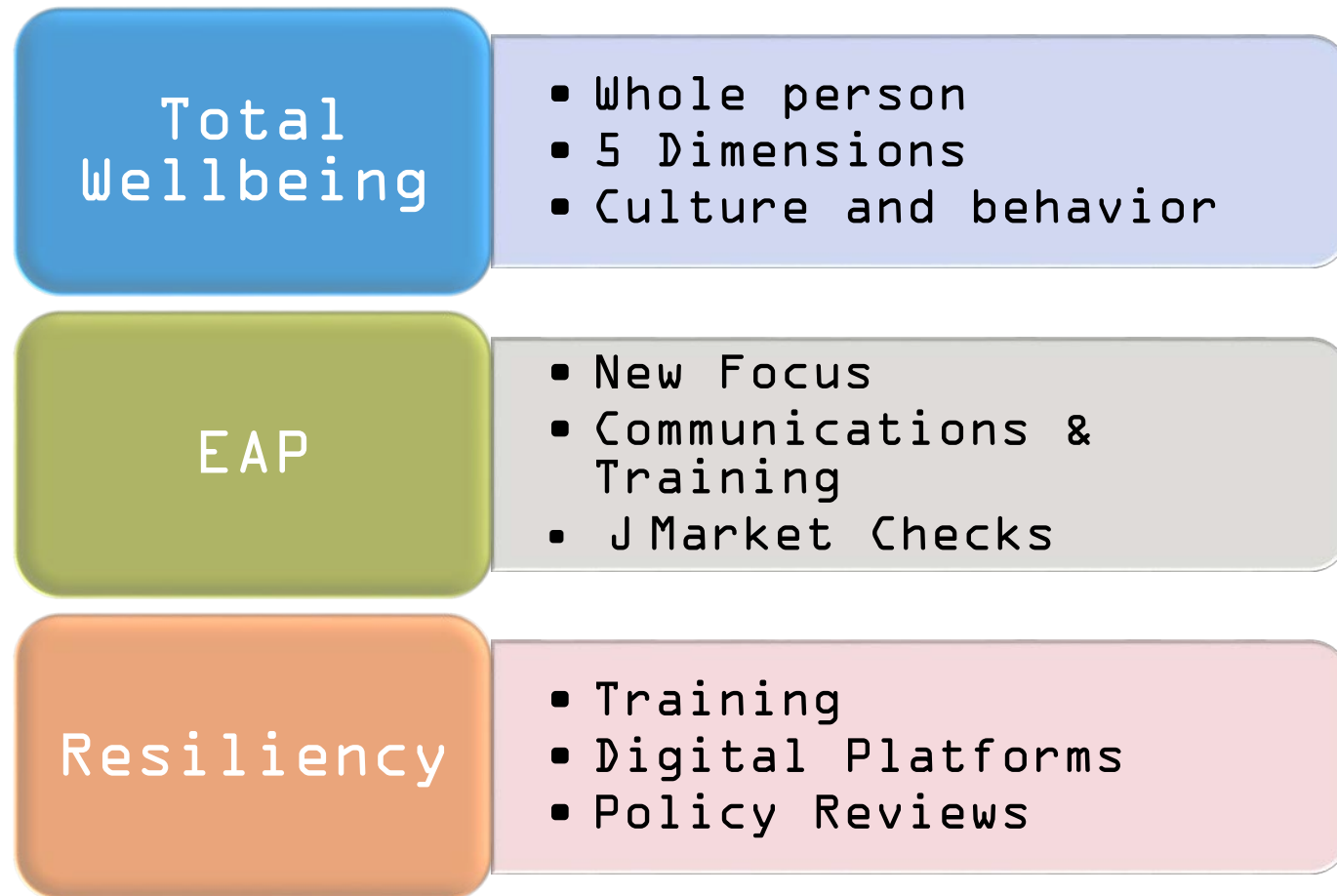
Pick up where EAPs drop off

Licensing Boards, Pharmacies, Insurance Carriers, State and Federal Policy are aggressively **LIMITING** supply



# Emerging Trends

What are we seeing in the market?





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## The Tsilent Tsunami



An opioid dependent individual who has their supply "cut off" has two options:

go into a withdrawal state

-or-

seek an alternative resource (a "fix")

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# The National Safety Council Recommends:



**Prescription Drug Employer Kit**

These materials will help employers understand the impact of prescription opioid use and misuse in the workplace and effectively communicate with employees. Information below covers drug testing, workers' compensation, prevention and more.

**Develop a Workplace Policy**

If you have trouble viewing any of the following .pdfs, you can download the entire .zip file here.

**Learn About the Issue**

- The Proactive Role Employers Can Take: Opioids in the Workplace (Report)
- Calculate Real Costs of Substance Use in Your Workforce (Substance Use Employer Calculator)
- Prescription Drug Abuse: What Employers Can Do
- What to do if you suspect someone may be addicted
- Hidden Workplace Epidemic: Prescription Painkillers Impact (Infographic)
- Prescription Pain Medications: A Fatal Cure for Injured Workers

**Update your Drug-Free Workplace Program**

- Steps to Update Your Drug-Free Workplace Program
- Additional employer considerations in Drug Free Workplace Programs
- The Importance of Workplace Drug Testing
- What employers should do when an employee tests positive for opioid painkillers
- How employee assistance programs can address opioid painkiller abuse and addiction

**Structure Benefits to Address Opioid Misuse**

- How prescription opioids may be affecting your workers compensation program
- How major medical insurance can optimize your drug free workplace?
- Managing opioid prescribing and use through pharmacy benefit programs

**Share Resources with Staff**

Trouble viewing any of the staff resources? Download the .zip file here.

**Learn the Facts**

- Opioid Painkillers What You Need to Know
- Opioid Painkillers How They Work and Why They Can be Risky
- Warn-me Labels let medical professionals know you want to discuss the risks of opioids and their alternatives
- Talking with Your Medical Provider
- How to reduce your Risk of Overdose
- What Parents and Grandparents Need to Know
- Practice Safety at Home
- How to dispose of Leftover Medication

**Survivor Advocate Stories**

- Skye
- Ken
- Sally
- Louie
- Bill

**Educate Employees**

- Drug Safety at Home (poster)
- Safely Dispose of Your Leftover Medicine (poster)
- Do you know your workplace policy for prescription drug use? (poster)
- Proceed with Caution: Prescription Opioids (poster)
- Safely Dispose of Your Leftover Drugs (poster)
- Understanding opioid pain medications: Know the risks (safety talk)
- Discussing Prescription Opioids with Your Doctor (safety talk)
- Common Risks at Work due to Opioid Painkiller Use

Define the employee's role

Add prescription drugs to testing

Train & educate

Know your BH/EAP



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# Additional Resource Slides

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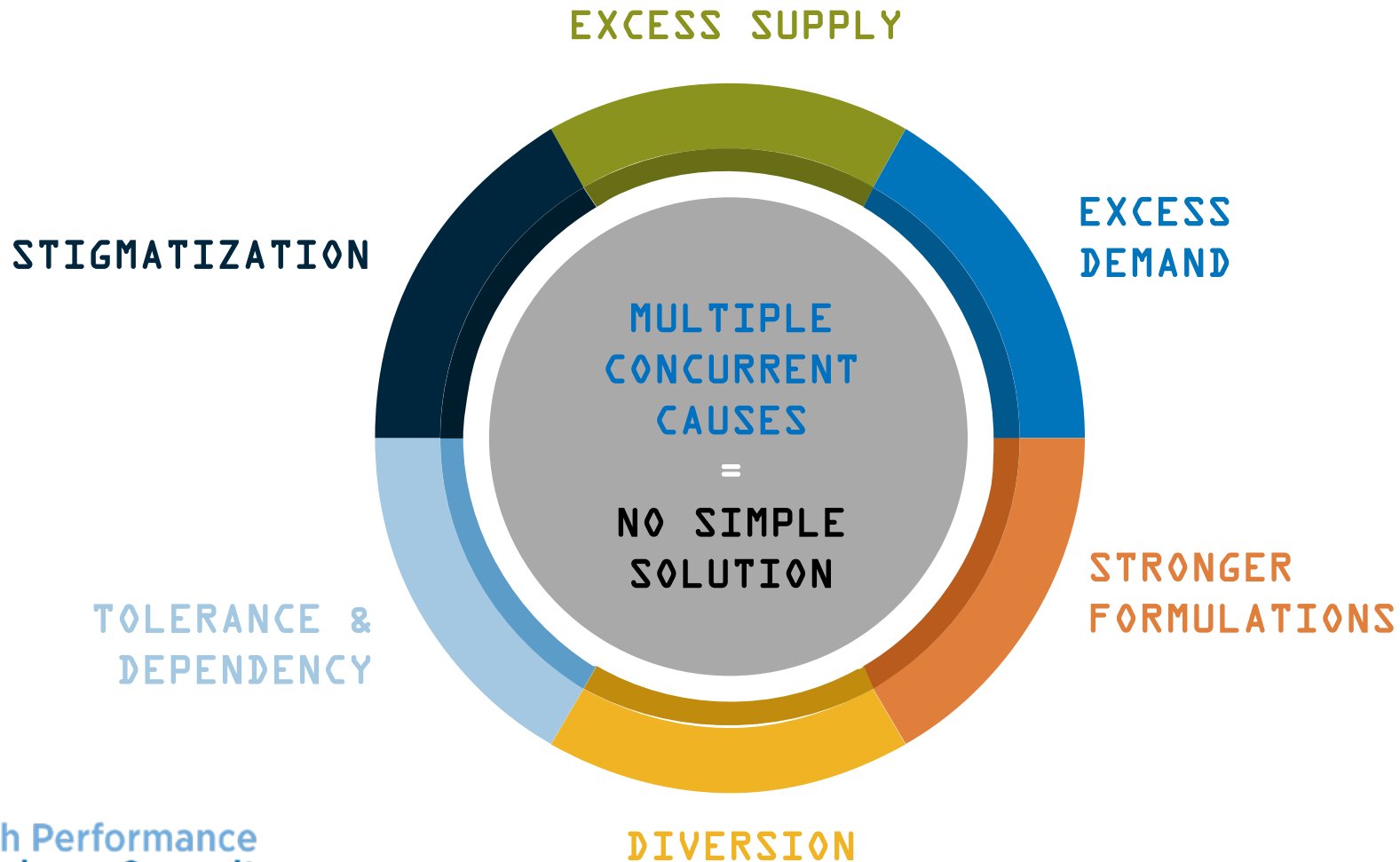
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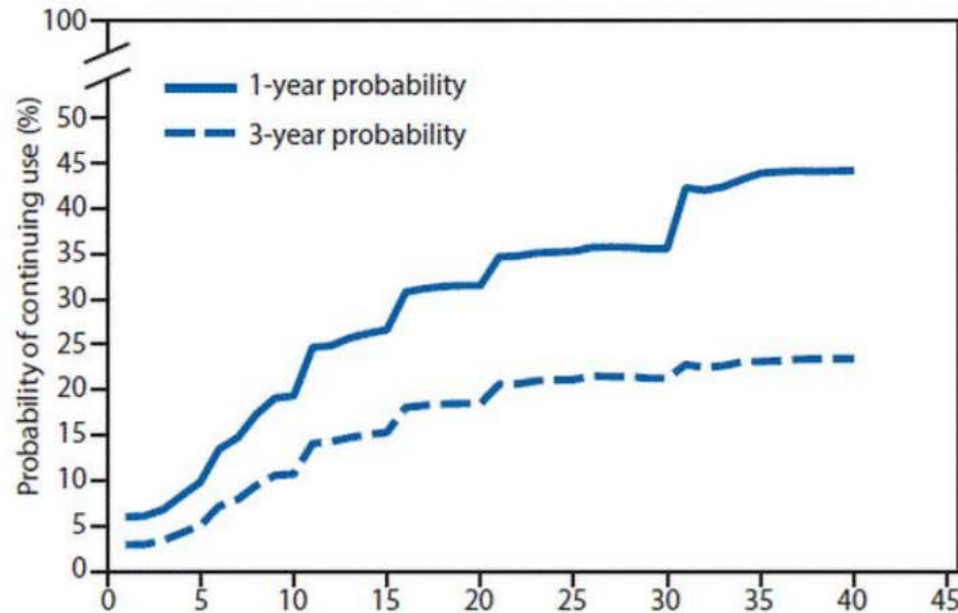


# Where did the Opioid Epidemic Come From?



# Each Day of Opioid Use Increases Risk of Long-Term Use

Probabilities of continued opioid use among opioid-naïve patients, by number of days' supply of first opioid prescription, United States, 2006-2015



With a 10 Day supply of opioids, 1 in 10 will continue to use 3

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MMWR: March 17, 2017 "Characteristics of Initial Prescription Episodes and Likelihood of Long-Term Opioid Use -- United States, 2006-2015"

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# For?

## Opioid or narcotic analgesic category



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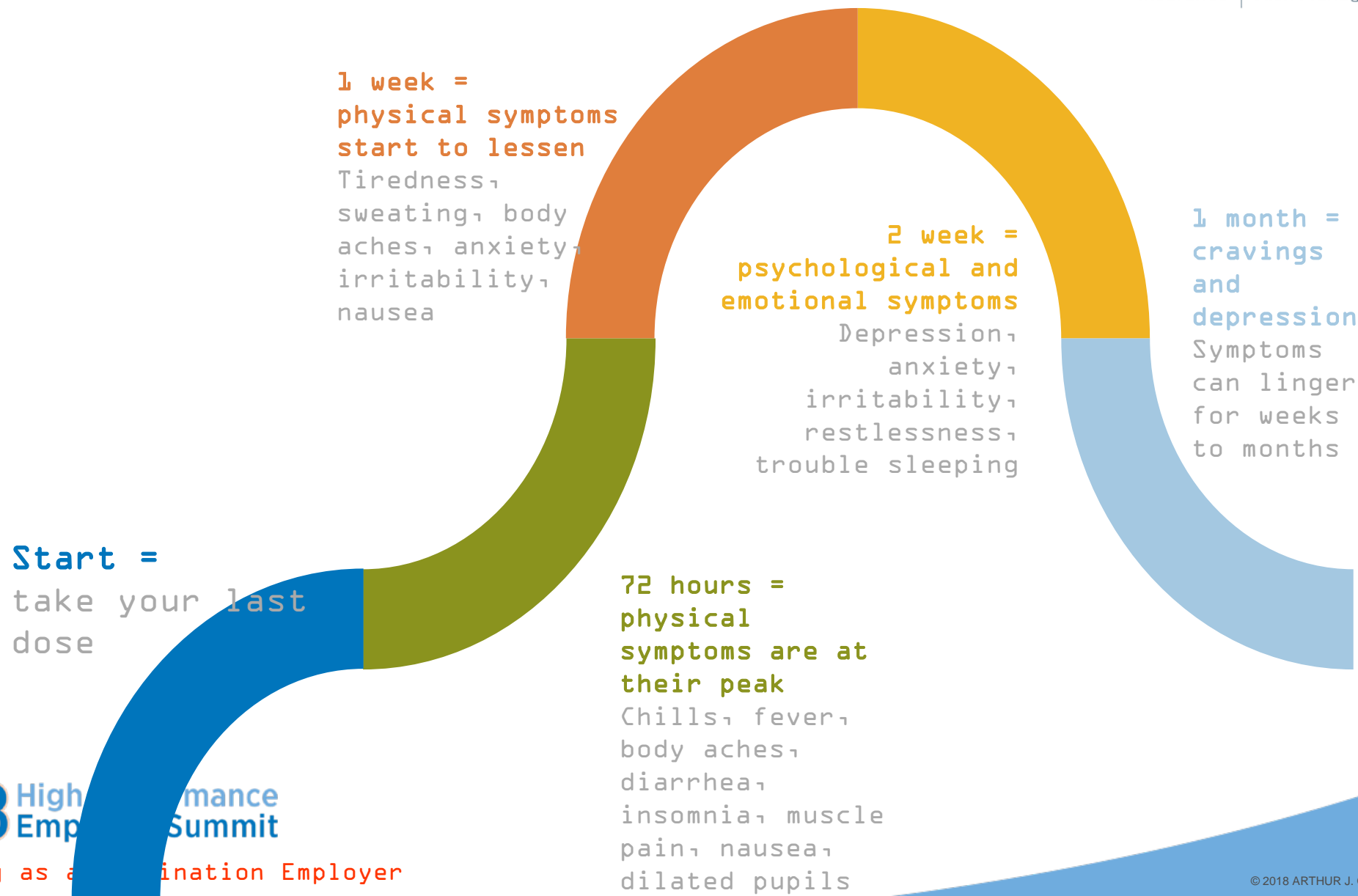


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# Opiate Withdrawal Timeline



# Opioid Dependency & Abuse Treatment options



**NOT A MORAL FAILURE—THIS IS A DISEASE**

- office based MAT vs inpatient treatment
- Centers of excellence
- Naloxone access and relapse potential
- DFW and support for Recovery
- TRUST between EE and employer