



Societal Impact of Pain (SIP) Symposium, Brussels, 7<sup>th</sup> November 2019

**“How to include in society and return to work after back pain?”**

Project - aiming to bring people back after their back pain to their former lifestyle in the most effective manner possible

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A return to work (RTW) program is the formal policy that outlines general procedures for handling work-related injury or illness. It represents an employer's commitment to the health, safety, and recovery of workers following an incident.

**Project with an aim to bring people after their back pain to their former lifestyle in the most effective manner possible – ongoing, started May 2019.**

In a short survey, people with back pain evaluated the importance of participants in solving their health problem:

- General practitioner
- Orthopedist, Rheumatologist
- Occupational medicine specialist
- Employer
- Insurance company

**Employers Benefits**

- Retain Experienced Workers
- Reduce Turnover
- Improved Employee Relations
- Higher Productivity
- Reduced Costs

**Employees Benefits**

- Retained Social Connections
- Financial Security
- Skill Retention
- Improved Morale

Four out of five adults experience low back pain at some point in their life. Most cases are ‘non-specific’, ‘simple’ or ‘mechanical’ back pain. There are various treatment modalities available, but every person needs an individual treatment options. For some people back pain takes time to settle down, and they need to take sick leave.

**Methods to return employee back to work**

1. Modified work
2. Restricted work
3. Temporary assignment

**Medical Case Manager** (known as a Return To Work Coordinator)

- facilitates the process of returning back as soon as medically appropriate
- acts like a liaison between the employer, doctor, and insurance carrier
- is a medical professional in some area of health care

Return to Work (RTW) management is moving from a **passive** approach to a more **proactive** style of: early intervention and case management

**Early Intervention**

- Earlier return to work
- Less time on short-term benefits
- Fewer extensions into the long-term disability stage

**Key Players**

- |  |                      |
|--|----------------------|
| 1. RTW Coordinator (or Medical Case Manager) | 4. Family            |
| 2. Employee                                  | 5. Insurance carrier |
| 3. Physician                                 | 7. Co-workers        |
|  | 8. Unions            |

