

Stay at Work and Return to Work for Residents



What are we covering today?

- Introduction
- Existing Problem
- Case Studies
- How it Works?



Introduction

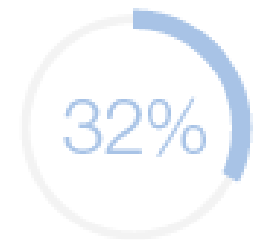
- Brian Farmer
- Stuart Gaunt MA, MFT, CCM
- Barbara Aloni MS Ed., CDMS



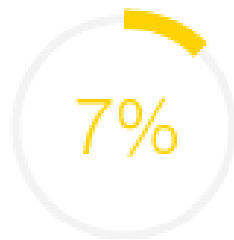
Existing Problem



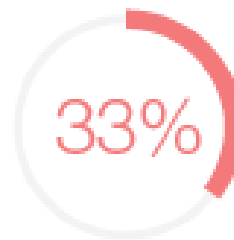
Behavioral Health in Healthcare Pre-Pandemic



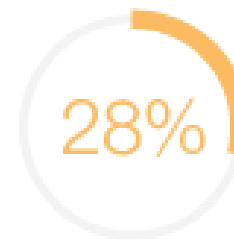
of healthcare workers reported experiencing mental distress.¹⁷



reported serious mental illness.¹⁷



reported being less productive at their jobs because of mental health or substance issues.¹⁷



of those experiencing mental distress reported their productivity was impacted 20 or more hours per week.¹⁷



reported missing a day of work because of behavioral health issues.¹⁷

Behavioral Health in Healthcare Post-Pandemic

HEALTHCARE WORKERS REPORTED
SUFFERING FROM MENTAL HEALTH ISSUES²⁵

Pre-pandemic (2019)



Pandemic (2020)



HEALTHCARE WORKERS REPORTING
MISSING TIME FROM WORK DUE TO MENTAL
HEALTH ISSUES²⁵

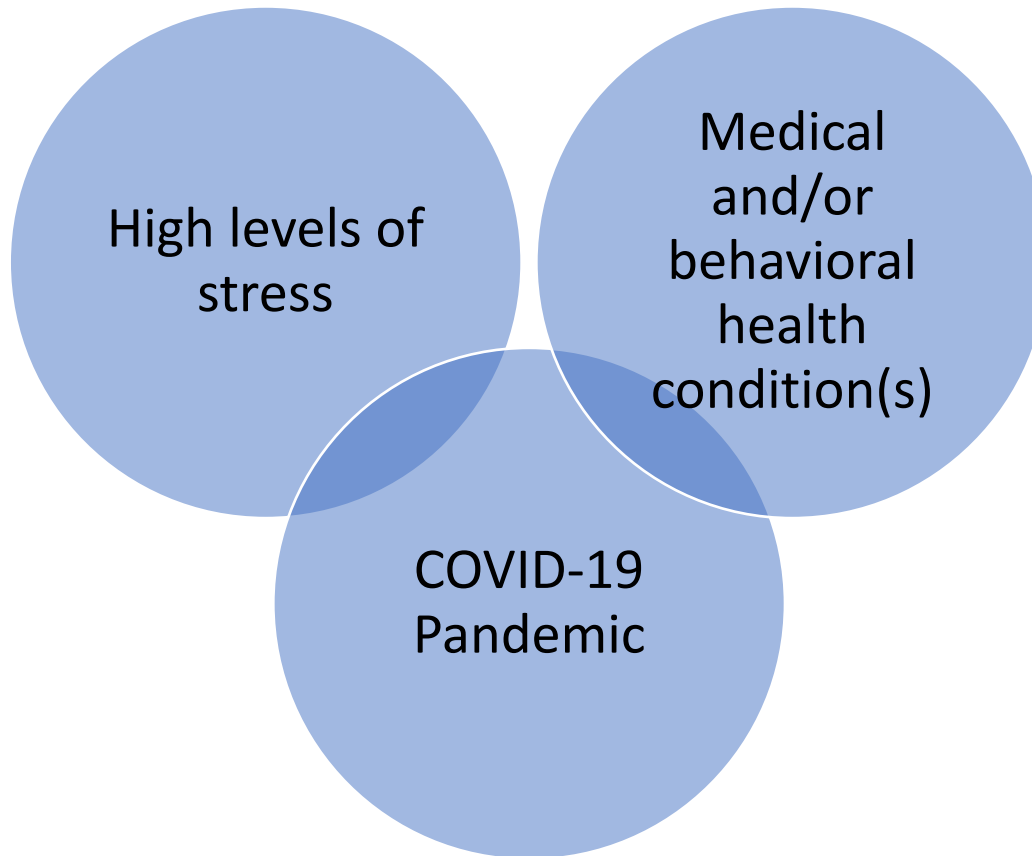
Pre-pandemic (2019)



Pandemic (2020)



Multiple Factors Impacting Residents



Case Studies



Individual Case Study: Return to Work

Physician

Major depression following family death; sleep disturbance, problems with concentration, fatigue.

- **Intervention:** Workplace Possibilities Consultant reviewed medical information and provided support & encouragement to the employee over the telephone. She also explained the process of returning to work to the employee and facilitated the delivery of paperwork to the HR Department.
- **Outcome:** The employee returned to work 4 weeks earlier than initially anticipated by the treating physician.

Individual Case Study: Stay at Work Resident

Hearing impairment causing difficulty with phone conversations and difficulty using stethoscope.

Intervention: The case was referred by the GME Coordinator. Case was assigned to a Consultant. An ergonomic assessment was completed with implementation of amplified stethoscope and a special earpiece for the phone.

Outcome: The Resident was able to remain productive at work and avoid a leave.

Individual Case Study: Stay at Work

Family Practice Physician

Narcolepsy. Extreme drowsiness and fatigue to the point of sleeping while not moving or engaged in any activity.

Intervention: Workplace Possibilities Consultant completed an ergonomic assessment and recommended a treadmill desk, rolling cart to computer between examination rooms, and dictation software. Equipment was ordered and installed, and the employee was trained on its use.

Outcome: Employee remained at work and avoided lost time or a disability claim.

Individual Case Study: Stay at Work

Family Practice Physician

Persistent upper thoracic back pain, mild levoscoliosis, degenerative disc disease, and bone spurs, leading to persistent back pain that worsens through out workday.

Intervention: Workplace Possibilities Consultant completed an onsite ergonomic evaluation and adjusted the cart employer provided for computer station to move between examination rooms. This alleviated his inability to adjust the in-room computers.

Outcome: Employee advised that his back pain has been reduced since the accommodations were made. He was able to remain at work and avoided a disability leave.

How it Works



How to Support Residents and Employees:

- Communicate frequently and transparently.
- Recognize that employees face different situations.
- Repeatedly communicate explicit support for employees' self-care, including a healthy diet, physical activity and rest.
- Benefits like virtual yoga, meditation and yoga are helpful but may be difficult in the busiest of facilities.
- Frequent communication about and encouragement to use employer-sponsored mental well-being benefits such as EAP's.

The Role of the AMA-sponsored Disability plan

We are uniquely positioned to help employers cope with employees who need support or help to stay at work or return to work:

- Specialized expertise in vocational, ergonomic, medical and behavioral health.
- Awareness of cutting edge and unique accommodations.
- Experience with helping employees remain stay at work and return to work.

How the AMA-sponsored plan can help



Provide a proactive disability management program that provides a behavioral health case manager or vocational specialist to work directly with the resident.

- Preventing disability absence by helping residents remain at work
- Assisting residents to return to work as soon as feasible after a leave
- Overseeing their progress following an accommodation
- Selecting and overseeing accommodation vendors
- Connecting residents to resources, disease management and wellness programs
- Providing guidance in dealing with challenging situations

Origin and Q&A



- AMA Insurance, a subsidiary of the American Medical Association
- AMA Resolution Students & Residents
- RFP AMA Sponsored Student & Resident Group LTD Program
- Standard Insurance Company



Group LTD Specially Tailored:

- Residents
- Mental Nervous
- Student Loan Benefit
- Stay at Work
- ALL Employees
- Work with existing HR benefits broker or direct

Q&A

AIAMC Conference Presentation
New Orleans
Thursday March 24th
11:00 A.M.