



Age, Gender, Job Type, and Co-Morbidities: Impact on Disability Duration

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on Disability Management
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Lost Time Takes Many Forms

- Non-Occupational Disability
(Short-term, STD, Salary Continuation)
- Occupational Disability
(Workers' Compensation)
- Long-term Disability
- Casual
- Military leaves
- Personal leaves
- Paid Time Off
- Jury duty
- Bereavement





	Topic Name	Cases	% 5TD Cases	Median Duration	Total Days Lost	% 5TD Days	Cum. Of Total STD
1	Delivery, Spontaneous and/or Assisted Vaginal	52,439	7.2%	49	2,808,069	8.5%	8.5%
2	Pregnancy, Normal	51,925	7.1%	49	2,771,717	8.4%	16.9%
3	Depression, Major	22,083	3.0%	46	1,430,855	4.3%	21.2%
4	Sprains and Strains, Back	22,555	3.1%	16	613,543	1.9%	23.1%
5	Sprains and Strains, Neck	12,871	1.8%	28	571,193	1.7%	24.8%
6	Meniscus Disorders, Knee	11,903	1.6%	36	553,674	1.7%	26.5%
7	Fracture, Ankle	8,420	1.2%	56	548,254	1.7%	28.2%
8	Osteoarthritis	6,381	0.9%	74	547,920	1.7%	29.8%
9	Low Back Pain	12,835	1.8%	24	513,544	1.6%	31.4%
10	Dislocation, Femorotibial (Knee) Joint	10,302	1.4%	36	488,772	1.5%	32.8%
11	Rotator Cuff Tear	5,801	0.8%	56	428,760	1.3%	34.1%
12	Sprains and Strains, Knee	9,837	1.3%	28	416,583	1.3%	35.4%
13	Sprains and Strains, Cervical Spine (Neck)	9,666	1.3%	28	412,765	1.2%	36.7%
14	Sprains and Strains, Ankle	12,753	1.7%	21	410,253	1.2%	37.9%
15	Fibroid Tumor of Uterus	8,885	1.2%	44	400,443	1.2%	39.1%
16	Displacement, Lumbar Intervertebral Disc W/o Myelopathy	5,441	0.7%	59	395,511	1.2%	40.3%
17	Sprains and Strains, Lumbar Spine	13,520	1.8%	18	392,991	1.2%	41.5%
18	Carpal Tunnel Syndrome	6,311	0.9%	45	356,172	1.1%	42.6%
19	Fracture, Tibia or Fibula	4,362	0.6%	67	355,432	1.1%	43.7%
20	Hernia, Inguinal and Femoral	9,765	1.3%	32	342,341	1.0%	44.7%
21	Cancer, Breast	2,822	0.4%	83	342,340	1.0%	45.7%
22	Neurotic Disorders	6,624	0.9%	34	333,446	1.0%	46.7%
23	Fracture, Radius and Ulna, Distal	5,696	0.8%	49	332,473	1.0%	47.7%
24	Sprains and Strains, Rotator Cuff (Capsule)	4,376	0.6%	47	290,025	0.9%	48.6%
25	Lacerations	10,968	1.5%	15	279,617	0.8%	49.5%



Disability, Treatment and Case Management

- “The single best measure of healthcare quality in the working age population is return to work”
- “In disability, the evidence is the actual lost time”

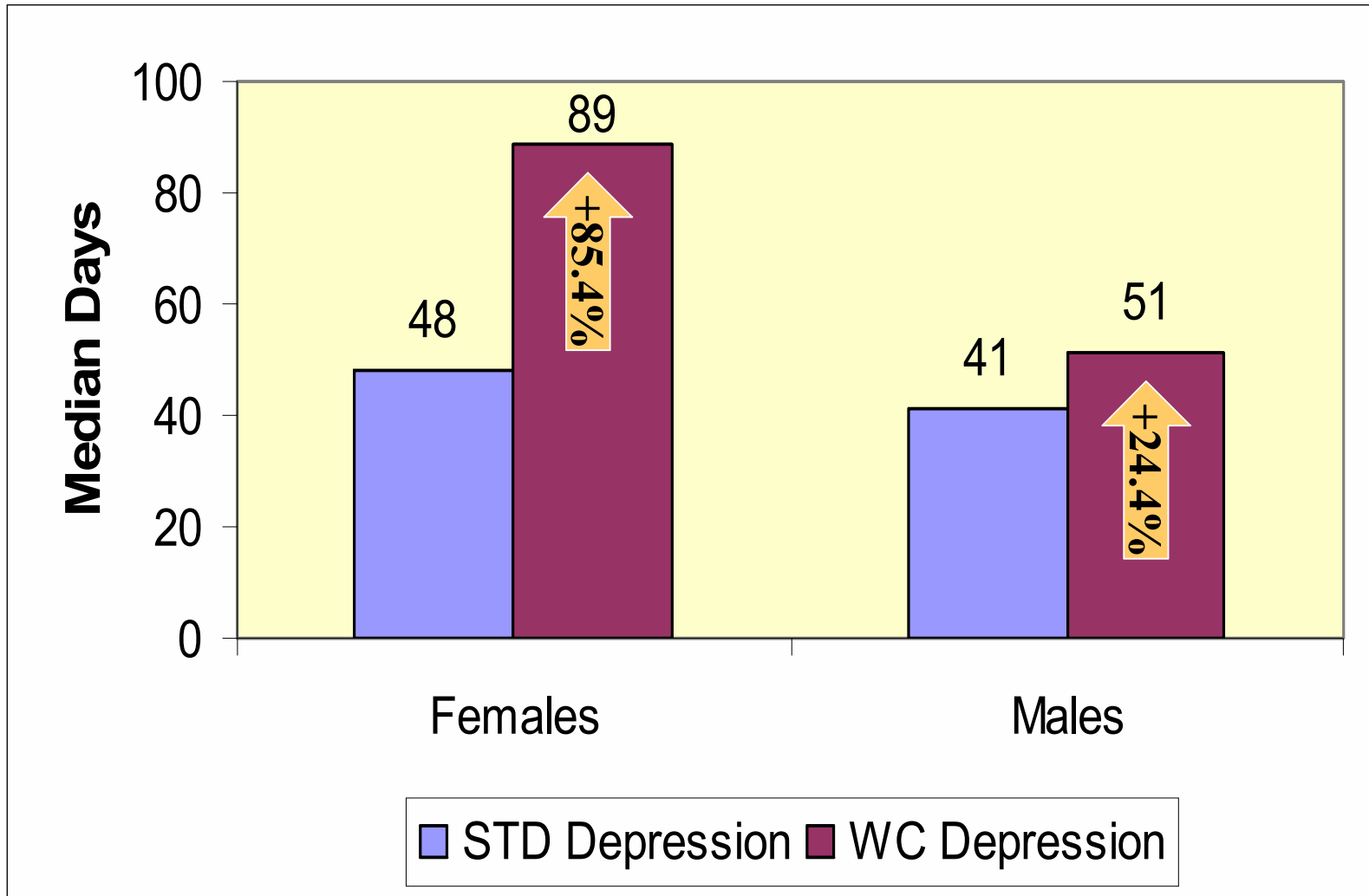


Short-Term Disability versus Workers' Compensation Experience

Rank # 3: Depression



Depression: STD & WC Median Durations by Gender

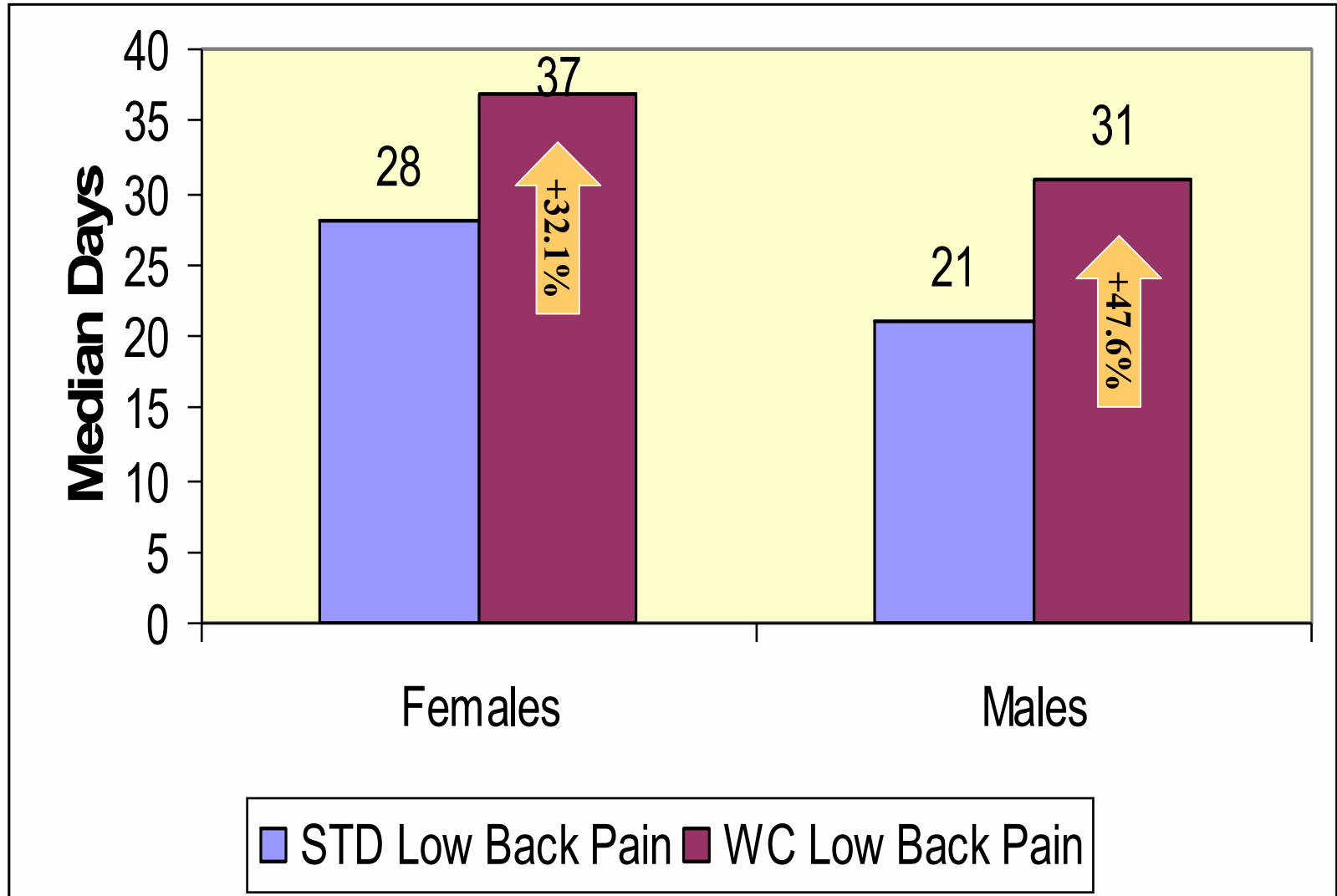




Short-Term Disability versus Workers' Compensation Experience

Rank # 9: Low Back Pain

Low Back Pain: STD & WC Median Durations by Gender

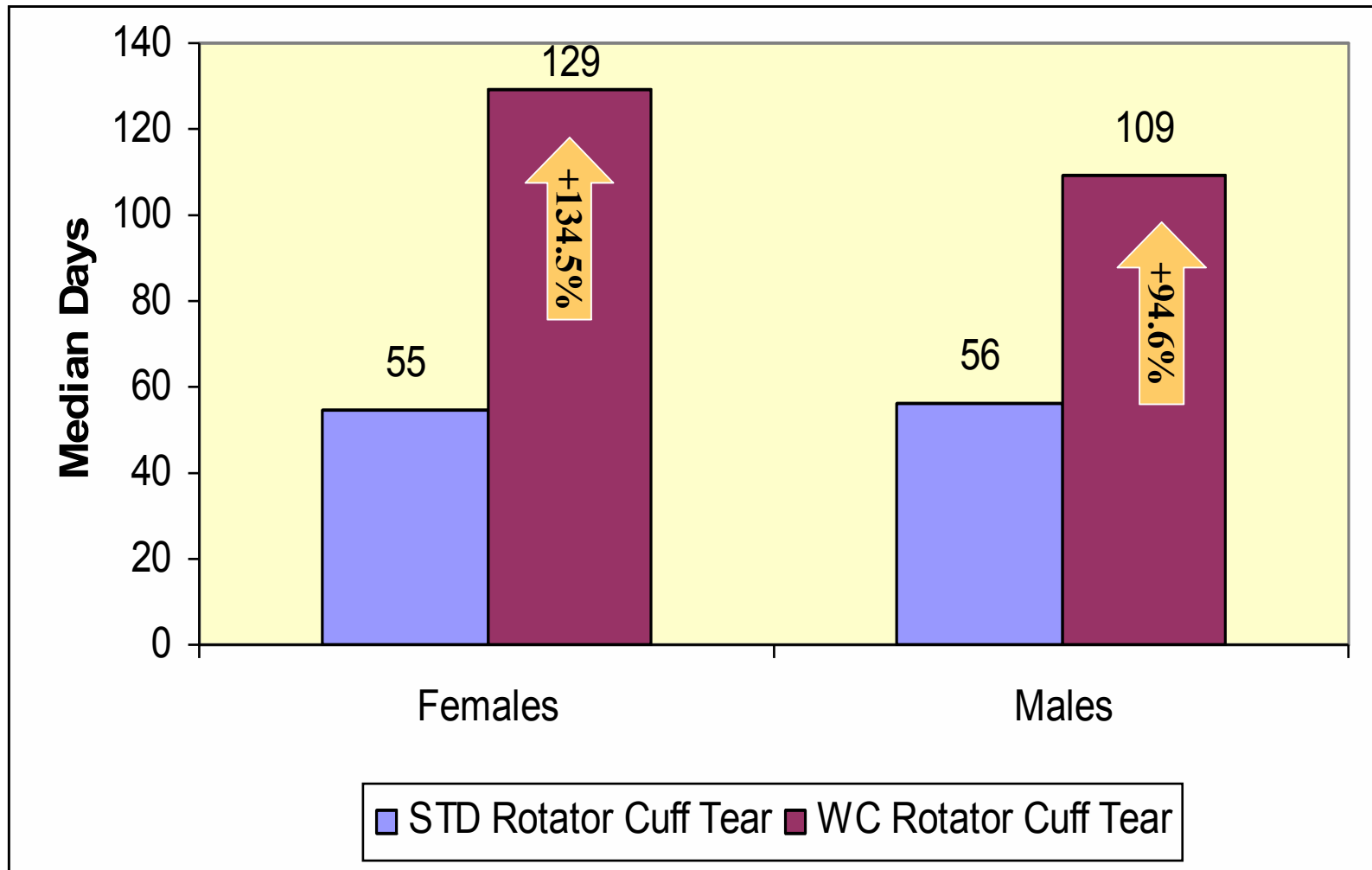




Short-Term Disability versus Workers' Compensation Experience

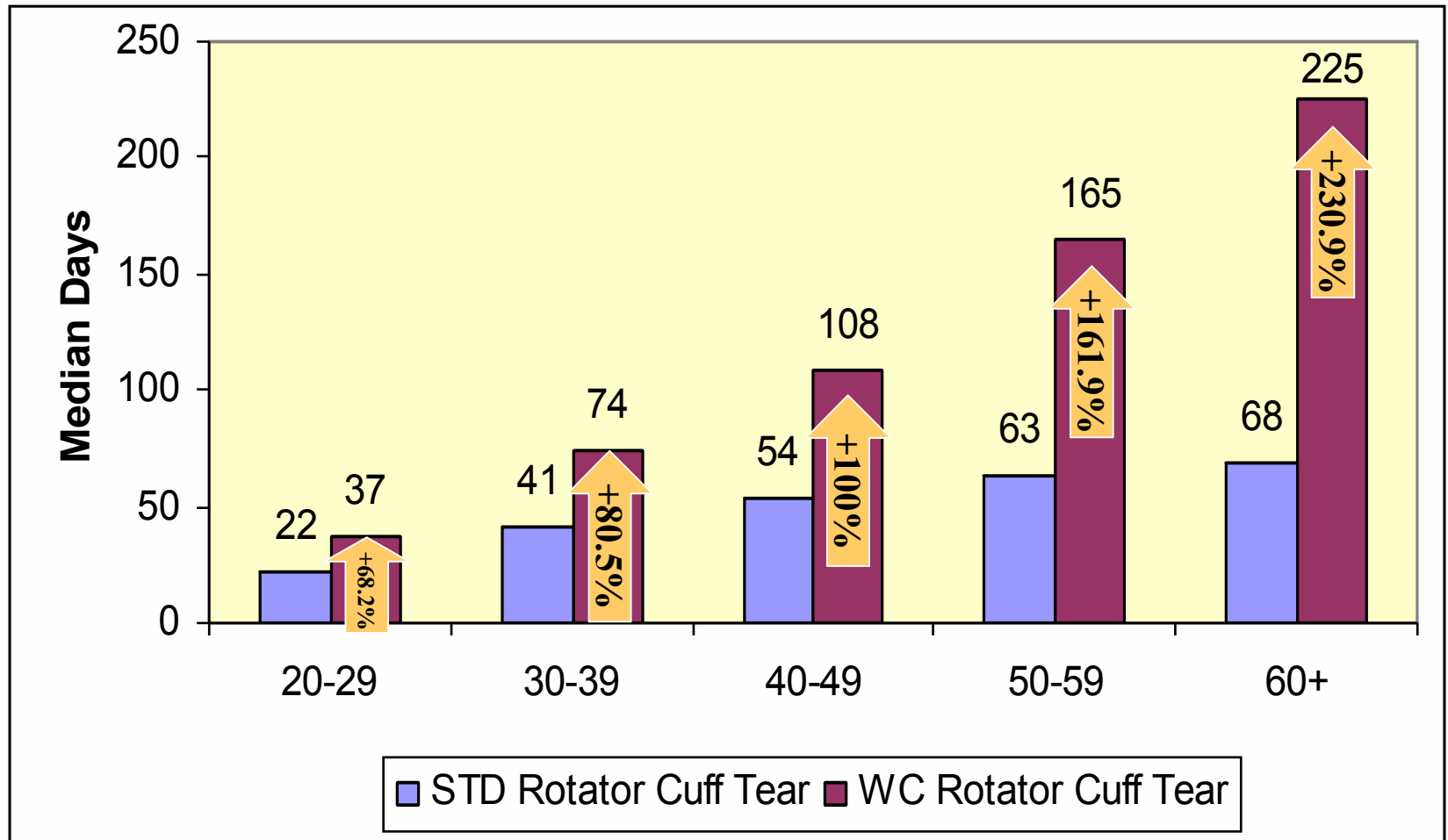
Rank # 11: Rotator Cuff Tear

Rotator Cuff Tear: STD & WC Median Durations by Gender

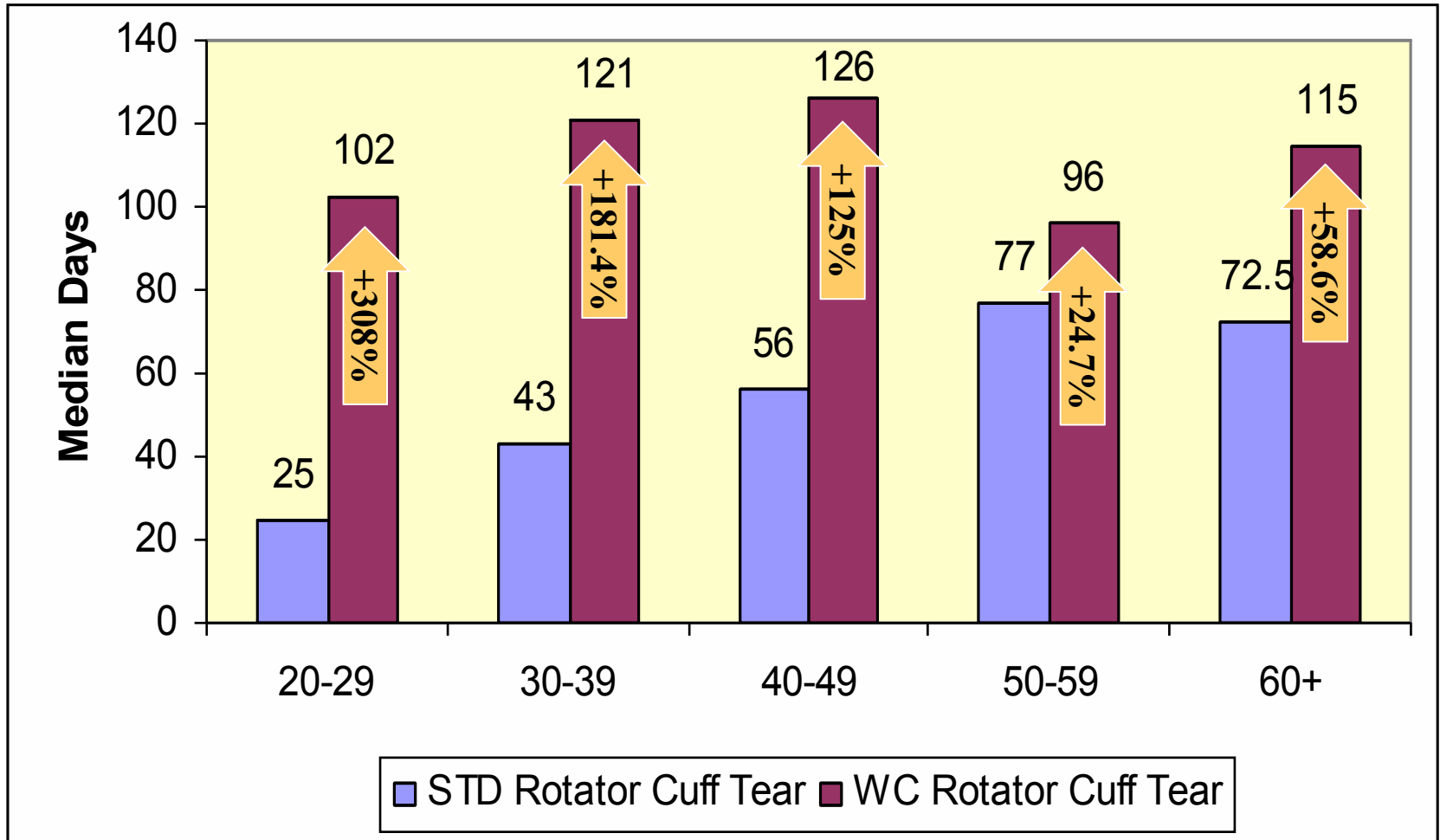




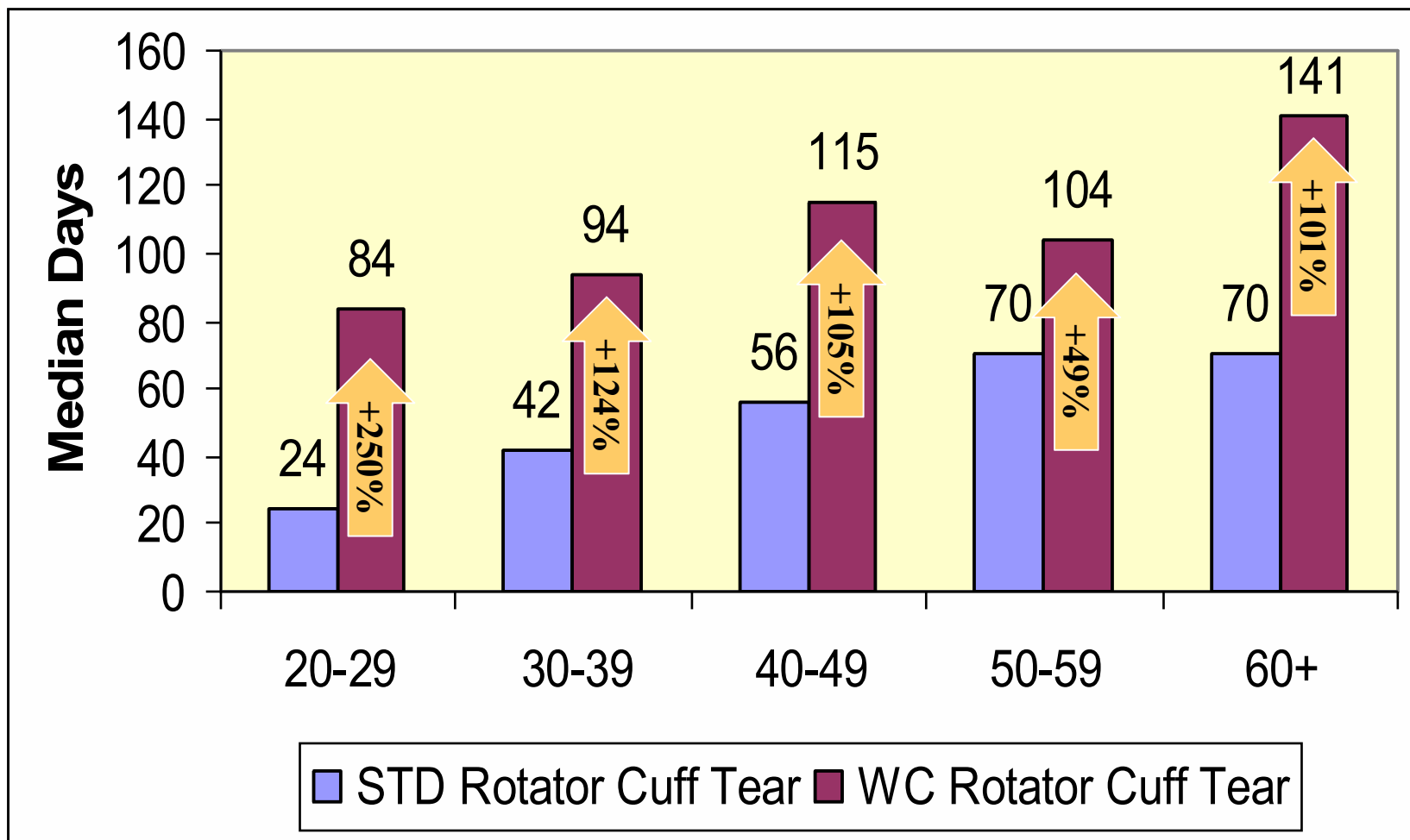
Rotator Cuff Tear: Females - STD & WC Median Durations by Age Group



Rotator Cuff Tear: Males - STD & WC Median Durations by Age Group



Rotator Cuff Tear: STD & WC Lost Time by Age Group



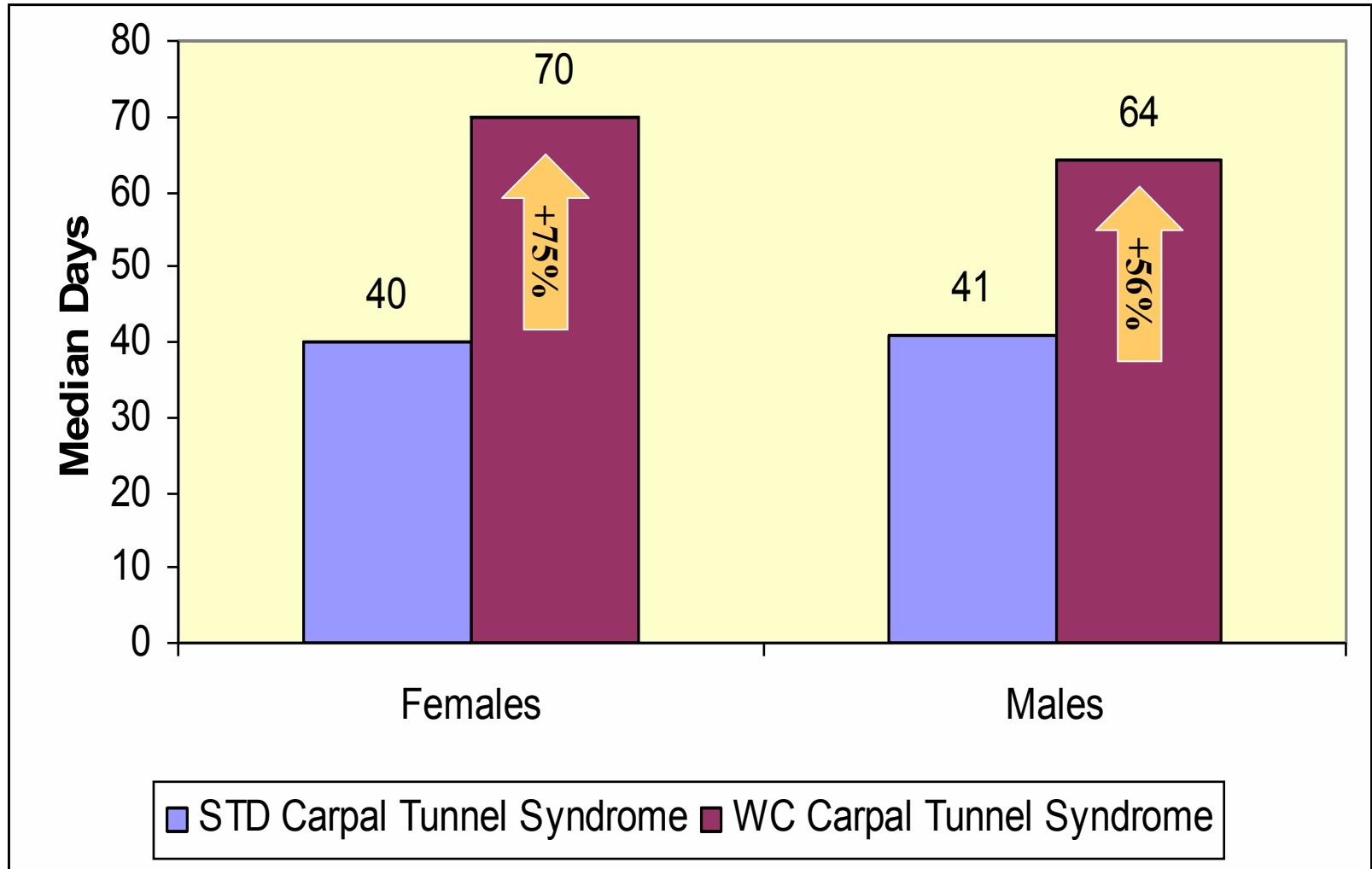


Short-Term Disability versus Workers' Compensation Experience

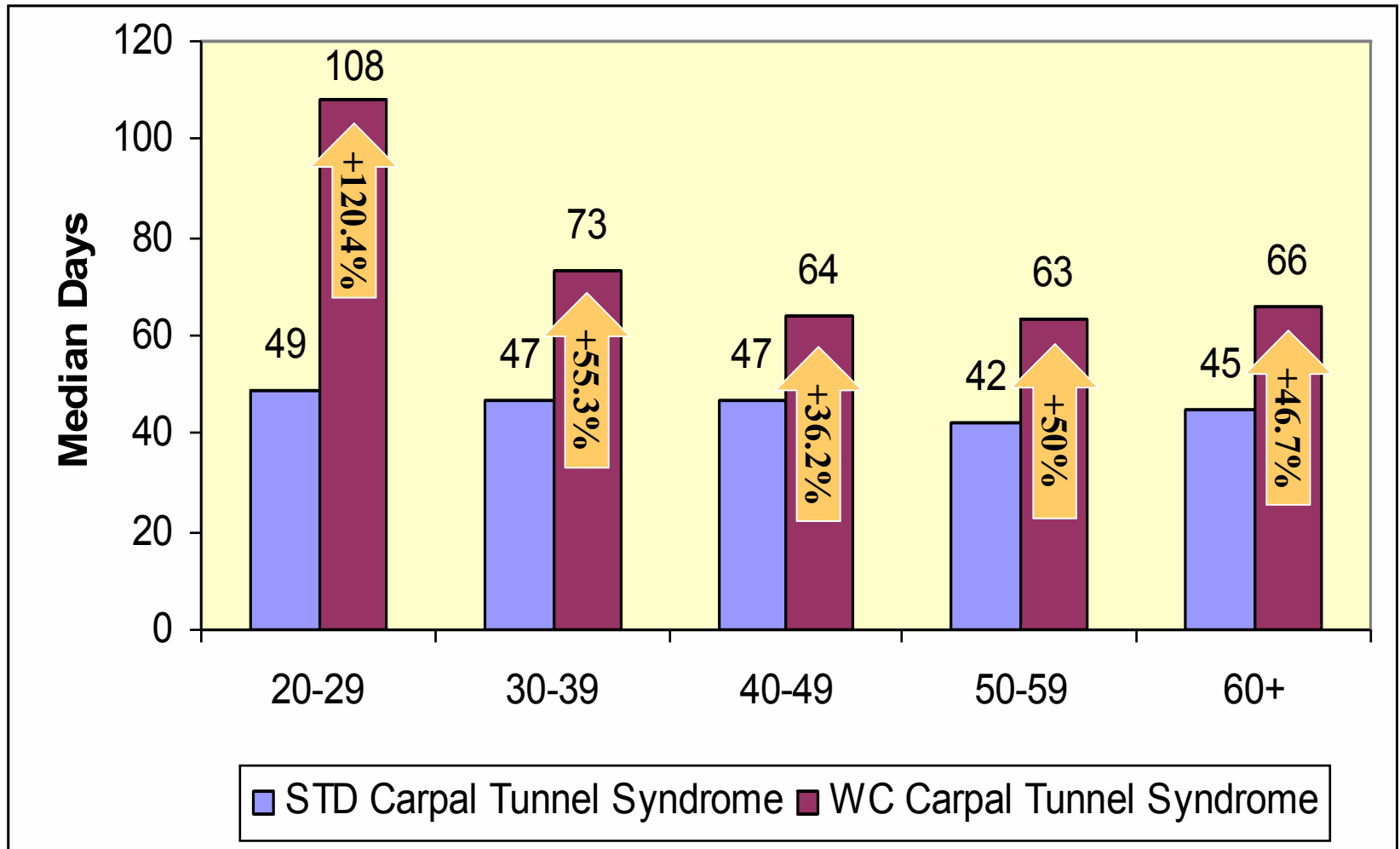
Rank # 18: Carpal Tunnel Syndrome (“CTS”)



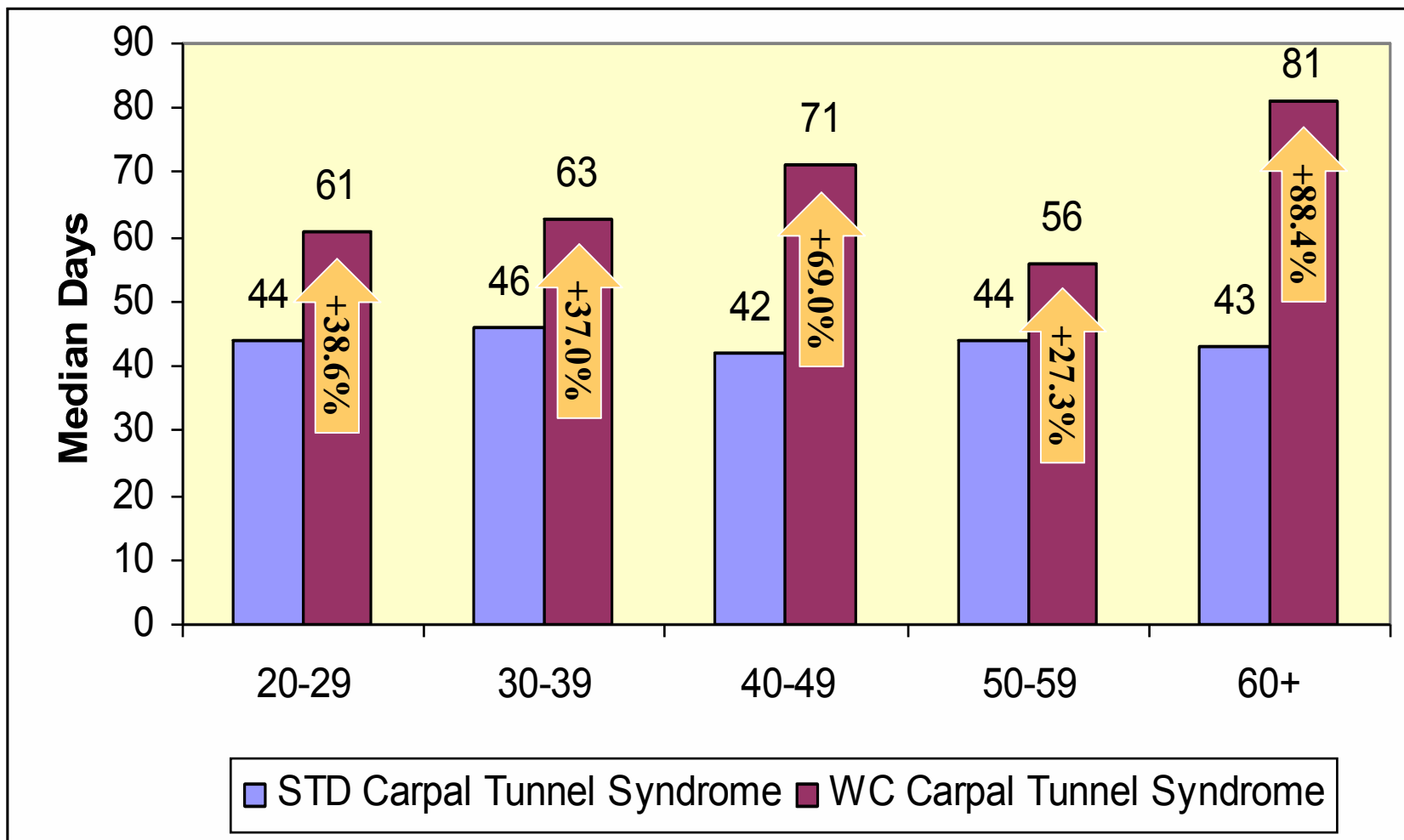
CTS: STD & WC Median Durations by Gender



Carpal Tunnel Syndrome: Females - STD & WC Median Durations by Age Group



Carpal Tunnel Syndrome: Males - STD & WC Median Durations by Age Group





Condition Analytics

1. Conditions
 - Depression
 - Migraine

2. Top View Statistics and Observations
 - Basic Metrics
 - Gender
 - Age
 - Co-morbidity
 - Job Classification

3. Cross-tabulations: Age, Gender and Job Classification

4. Summary of Observations



Disability Duration Analytics

Focus: Depression



MDA5 Depression Summary Data

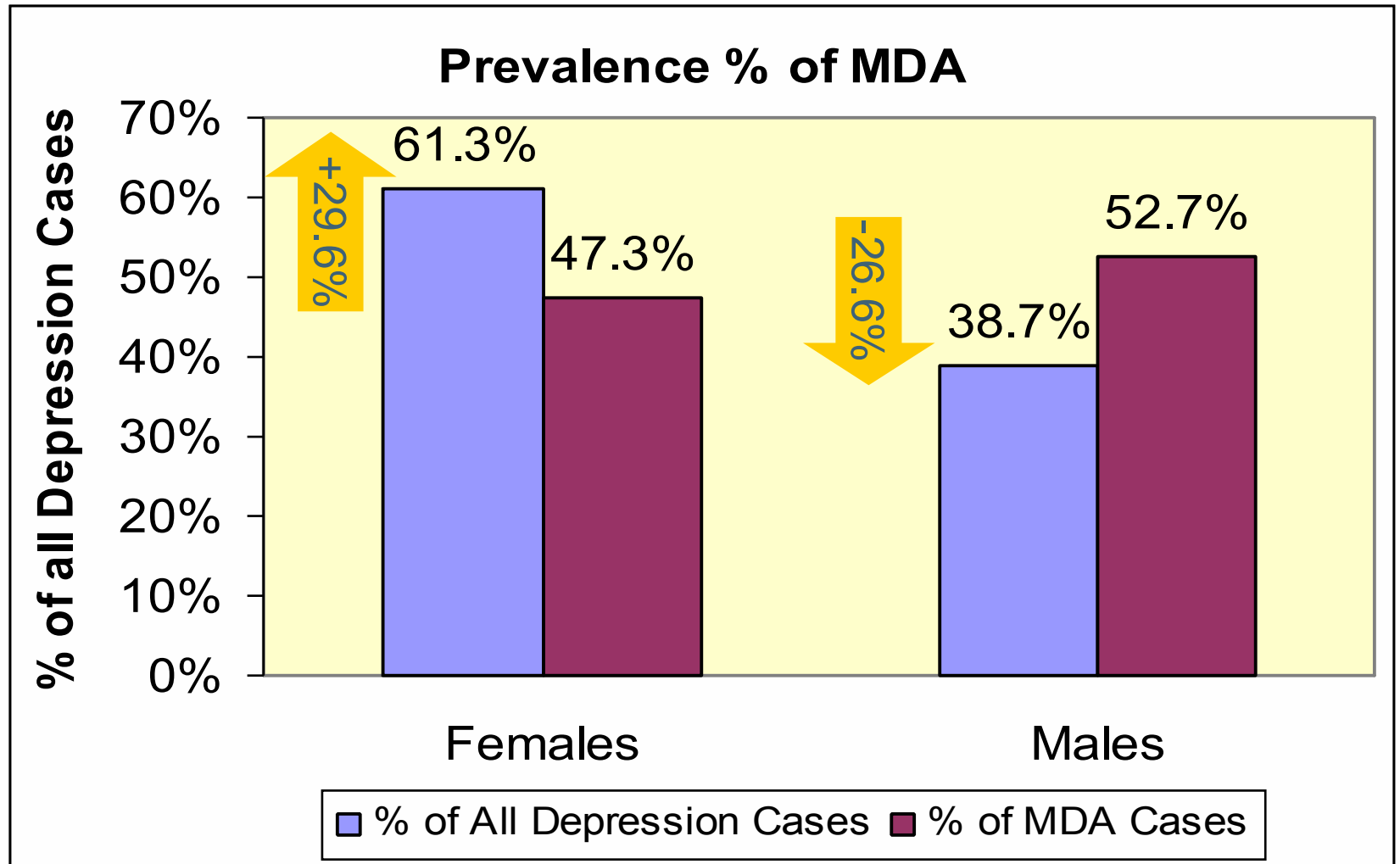
ICD-10 Code/Description	
F31.3	Bipolar Affective Disorder, Current Episode Mild or Moderate Depression
F31.4	Bipolar Affective Disorder, Current Episode Severe Depression without Psychotic Symptoms
F31.5	Bipolar Affective Disorder, Current Episode Severe Depression with Psychotic Symptoms
F32.0	Mild Depressive Episode
F32.1	Moderate Depressive Episode
F32.2	Severe Depressive Episode without Psychotic Symptoms and without Any History of Mania
F32.8	Other Depressive Episodes
F32.9	Depressive Episode, Unspecified
F33	Recurrent Depressive Disorder
F33.0	Recurrent Depressive Disorder, Current Episode Mild
F33.1	Recurrent Depressive Disorder, Current Episode Moderate
F33.2	Recurrent Depressive Disorder, Current Episode Severe without Psychotic Symptoms
F33.3	Recurrent Depressive Disorder, Current Episode Severe with Psychotic Symptoms
F33.4	Recurrent Depressive Disorder, Currently in Remission
F33.8	Recurrent Depressive Disorder, Other
F33.9	Recurrent Depressive Disorder, Unspecified

- **21,441 depression cases**
- **2.5% of all MDA5 cases**

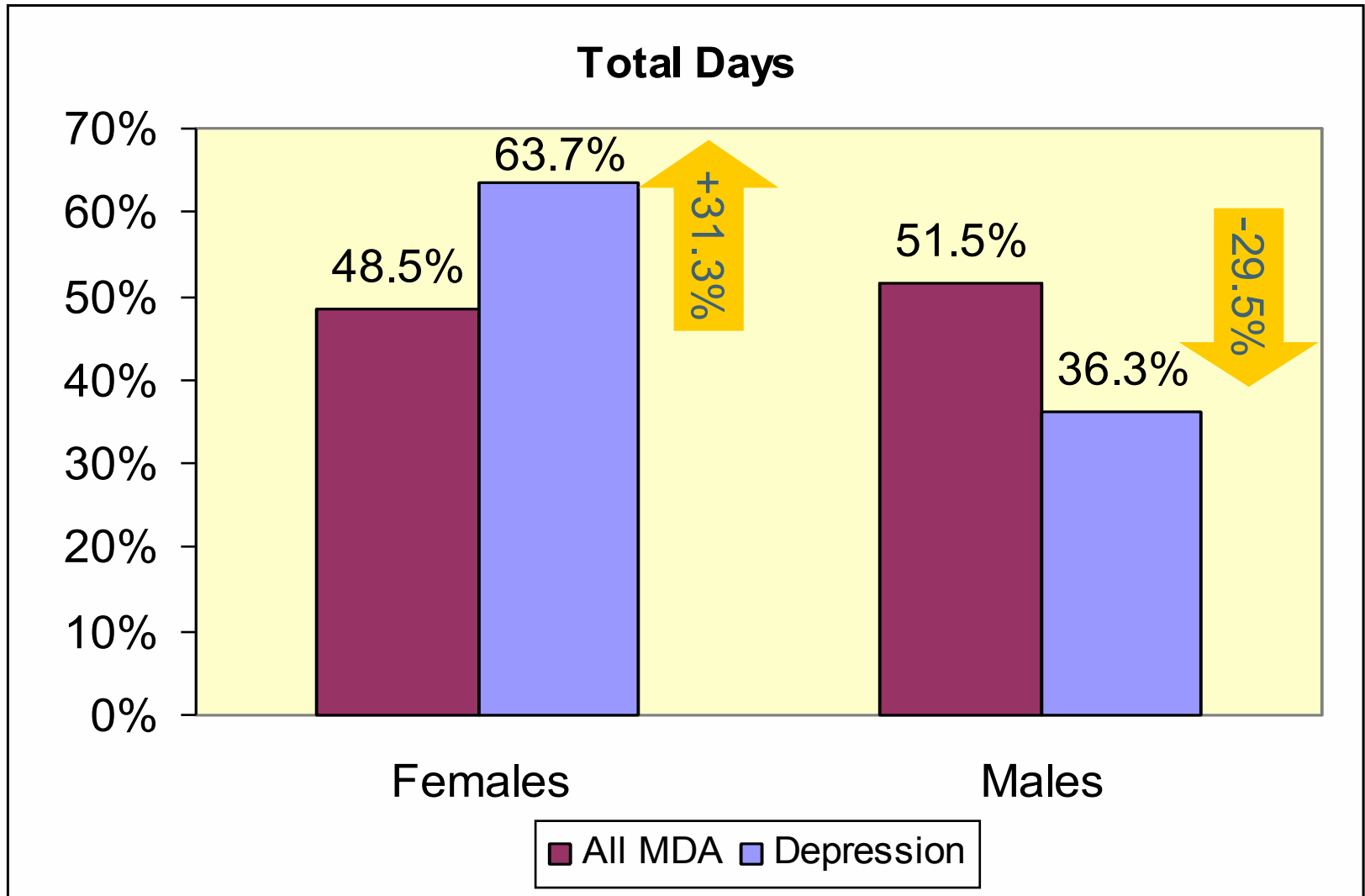
- **Mean durations:**
 - **Depression cases = 60.5**
 - **All MDA5 cases = 49.3**

- **Median durations:**
 - **Depression cases = 44**
 - **All MDA5 cases = 34**

Depression: Cases by Gender

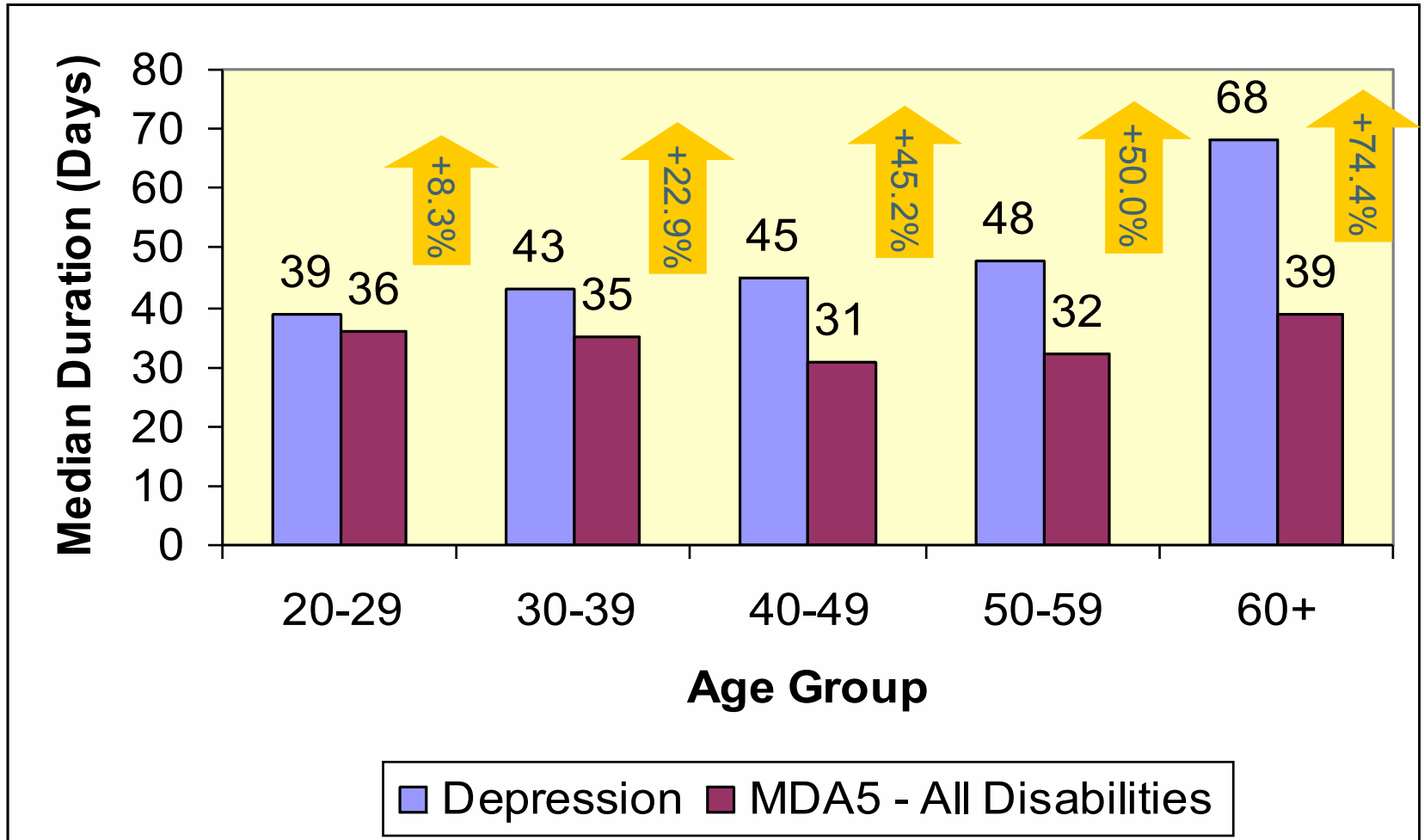


Depression: Case Duration by Gender





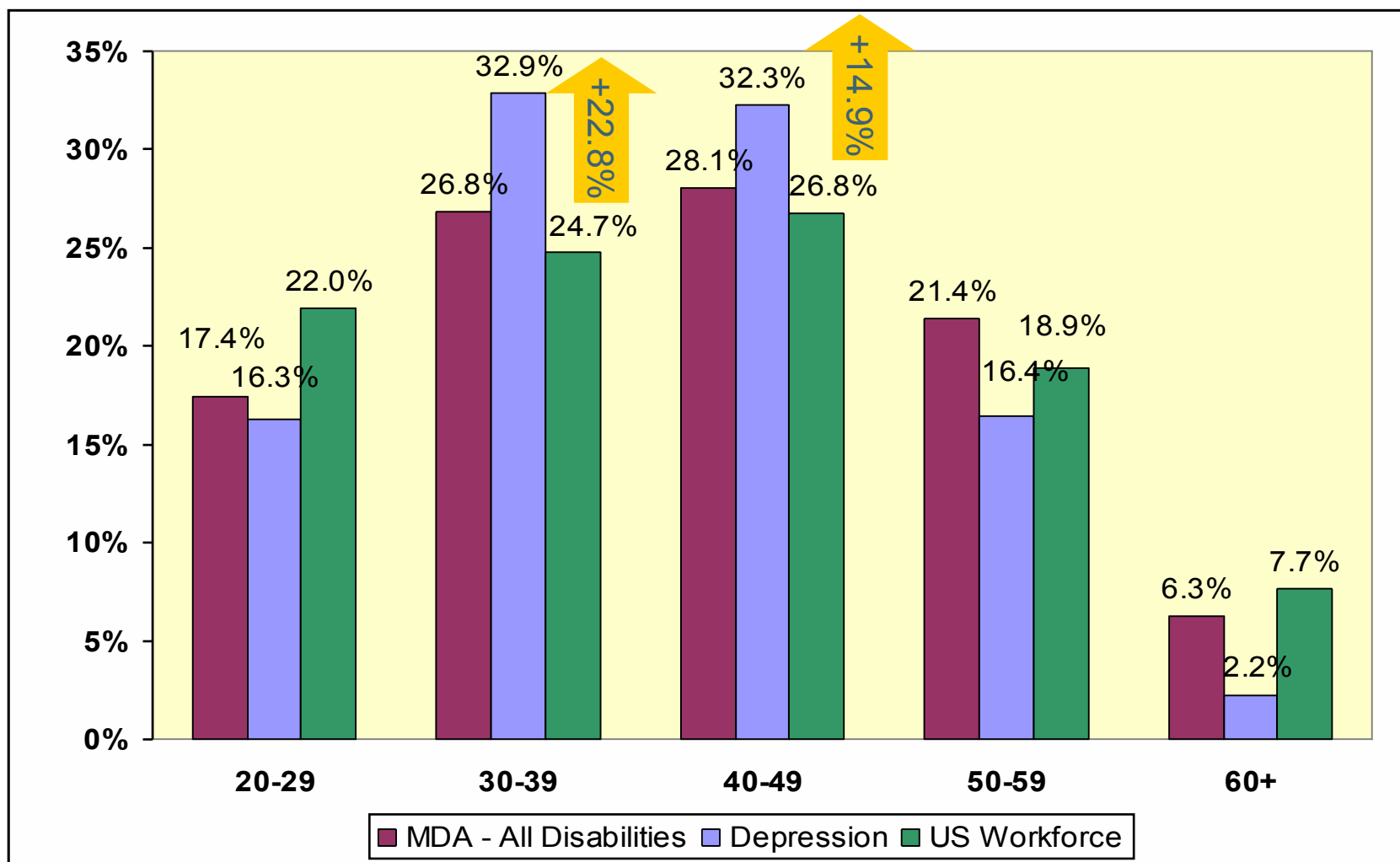
Depression: Median Durations by Age Group





Depression: Prevalence by Age Group

30-49 year olds represent 65% of depression cases vs. 51% of the workforce population





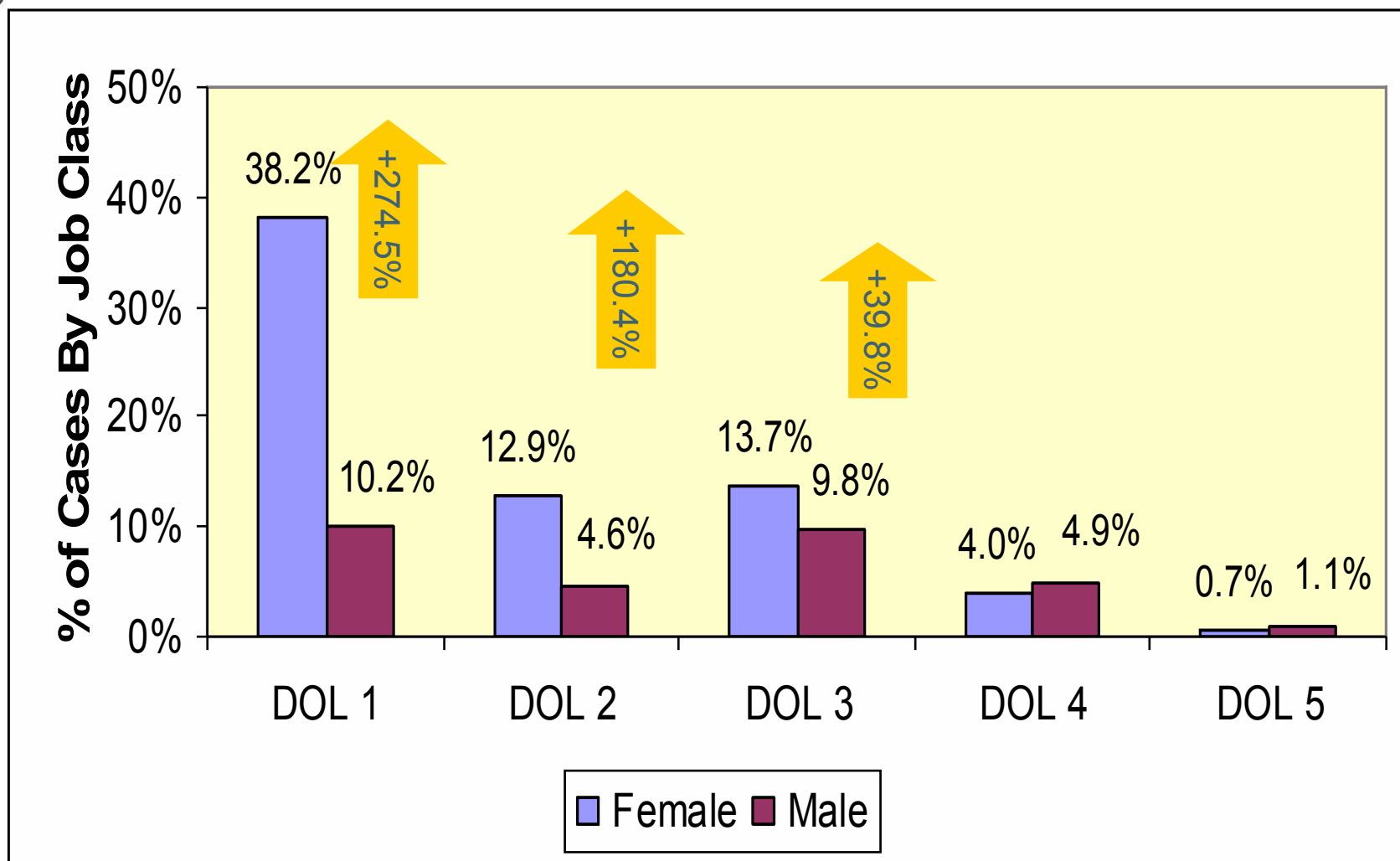
Department of Labor Job Classifications

1. **Sedentary Work** Exerting up to 10 pounds (4.5 kg) of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.
2. **Light Work** Exerting up to 20 pounds (9.1 kg) of force occasionally and/or up to 10 pounds (4.5 kg) of force frequently, and/or negligible amount of force constantly to move objects. Physical demand requirements are in excess of those for Sedentary Work. Light Work usually requires walking or standing to a significant degree. However, if the use of the arm and/or leg controls requires exertion of forces greater than that for Sedentary Work and the worker sits most the time, the job is rated Light Work.
3. **Medium Work** Exerting up to 50 (22.7 kg) pounds of force occasionally, and/or up to 25 pounds (11.3 kg) of force frequently, and/or up to 10 pounds (4.5 kg) of forces constantly to move objects.
4. **Heavy Work** Exerting up to 100 pounds (45.4 kg) of force occasionally, and/or up to 50 pounds (22.7 kg) of force frequently, and/or in excess of 20 pounds (9.1 kg) of force constantly to move objects.
5. **Very Heavy Work** Exerting in excess of 100 pounds (45.4 kg) of force occasionally, and/or in excess of 50 pounds (22.7 kg) of force frequently, and/or in excess of 20 pounds (9.1 kg) of force constantly to move objects.



Depression % of Cases: Gender vs. DOL Job Class

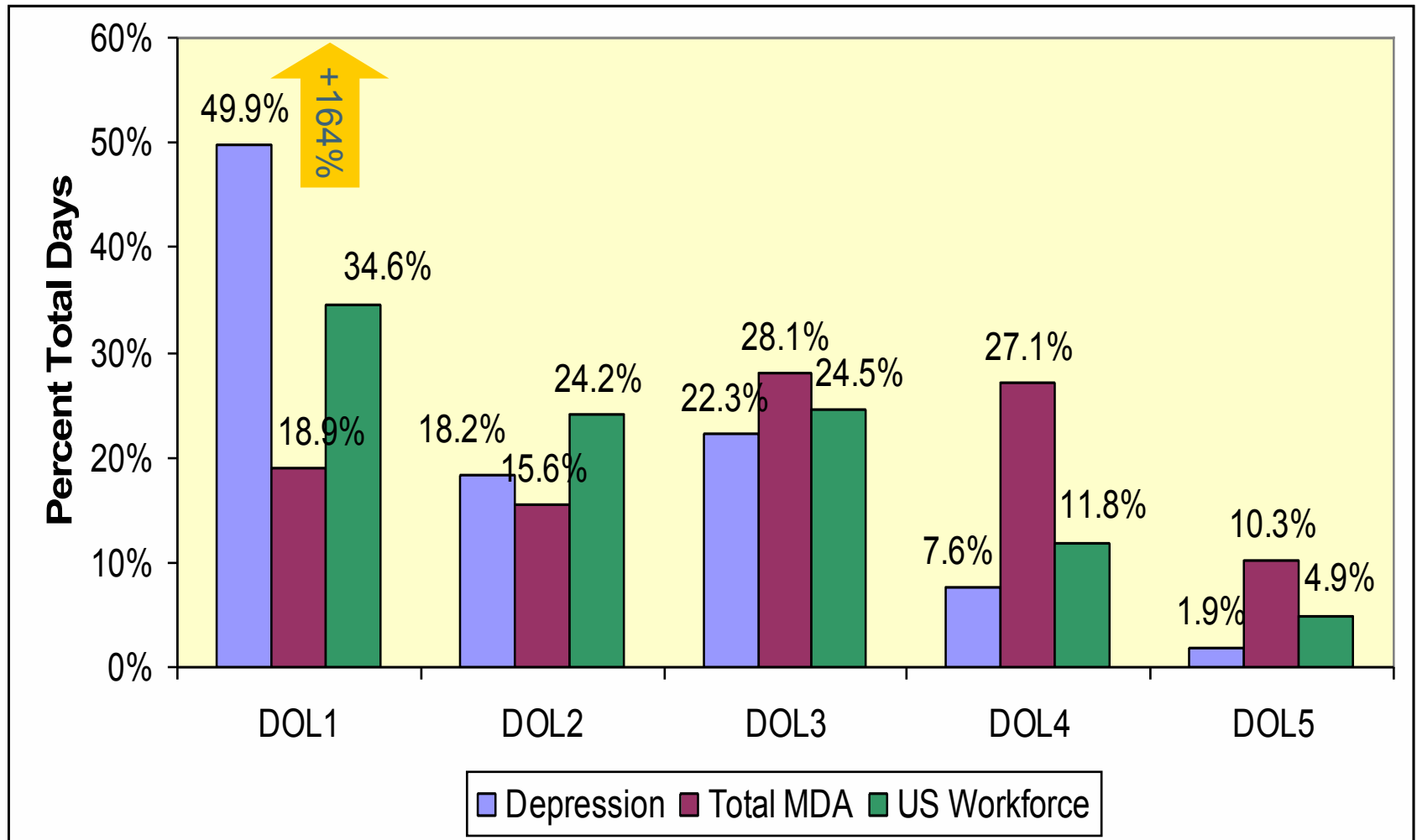
Sedentary females accounted for the greatest number of cases in this dataset





Depression: % of Total Days by Job Classification

~ 50% of depression days are taken by sedentary workers





Disability Duration Analytics

Focus: Migraine



MDA5 Migraine Summary Data

ICD-10 Code/Description	
G43.0	Migraine without Aura [Common Migraine]
G43.1	Migraine with Aura [Classical Migraine]
G43.2	Status Migrainosus
G43.3	Complicated Migraine
G43.8	Other Migraine
G43.9	Migraine, Unspecified

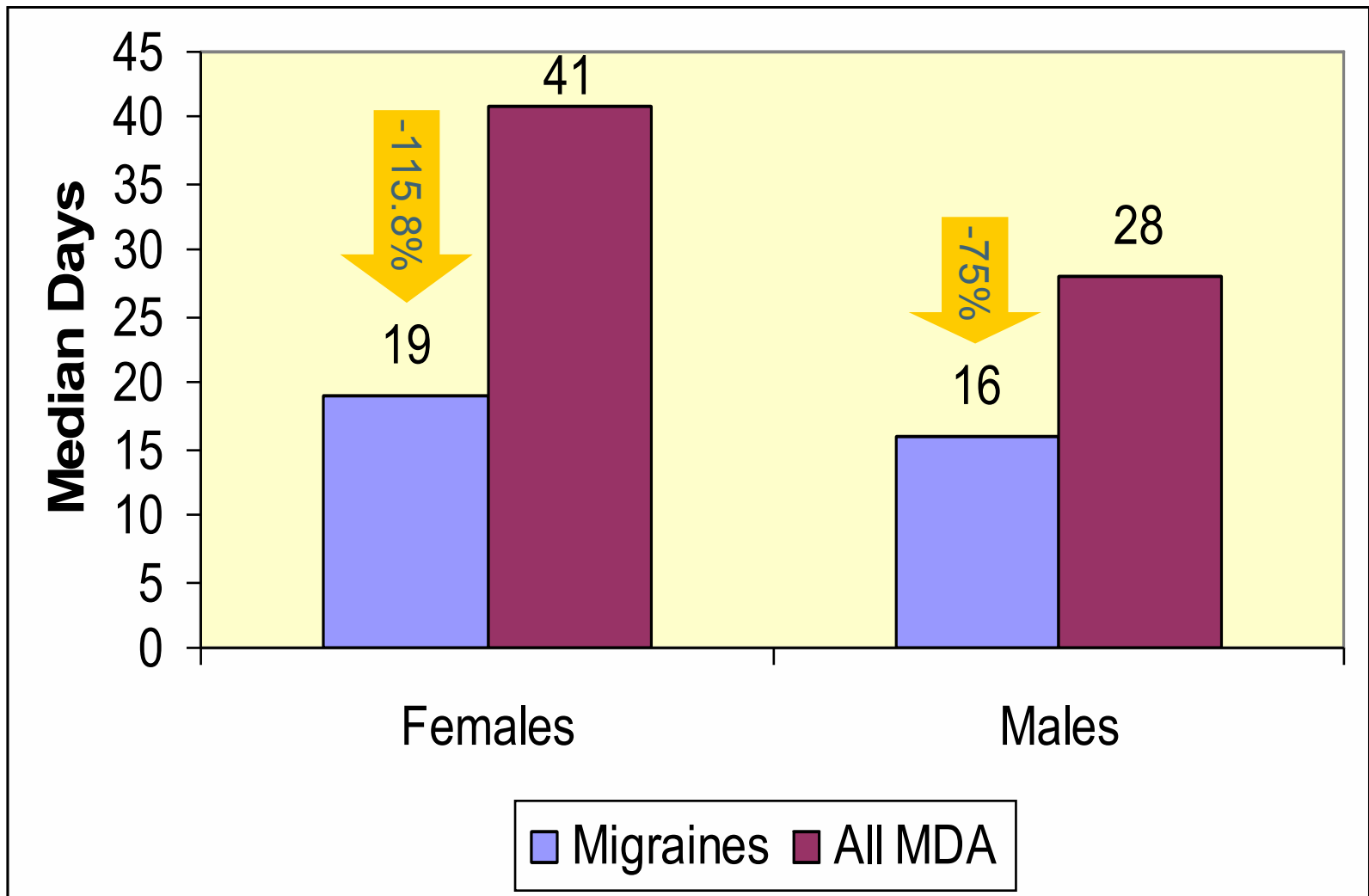
- 1,961 migraine cases
- 0.2% of all MDA5 cases

- **Mean durations:**
 - Migraine cases = 32.5
 - All MDA5 cases = 49.3

- **Median durations:**
 - Migraine cases = 18
 - All MDA5 cases = 34



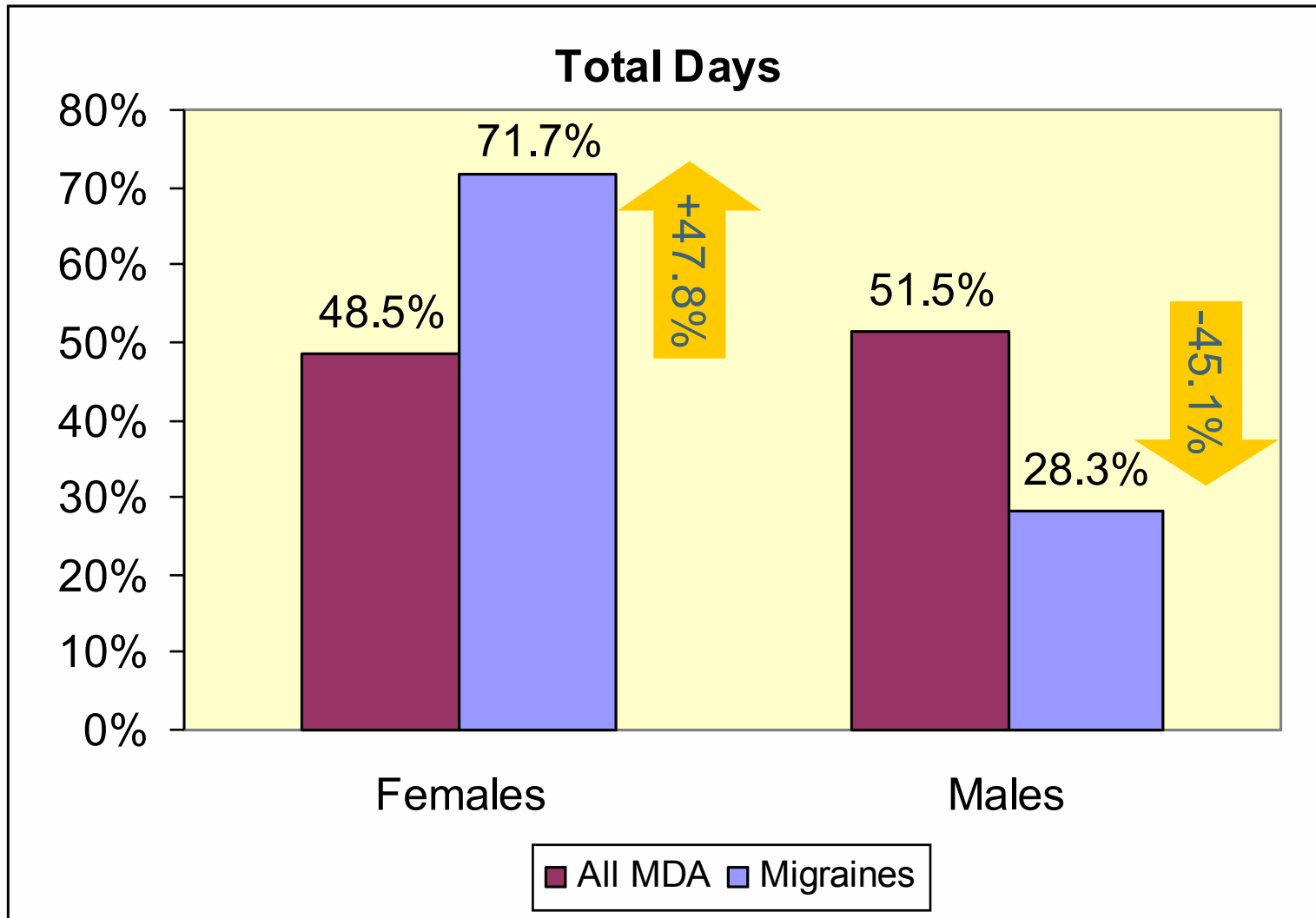
Migraine: Median Case Duration by Gender





Migraine: Case Distribution by Gender

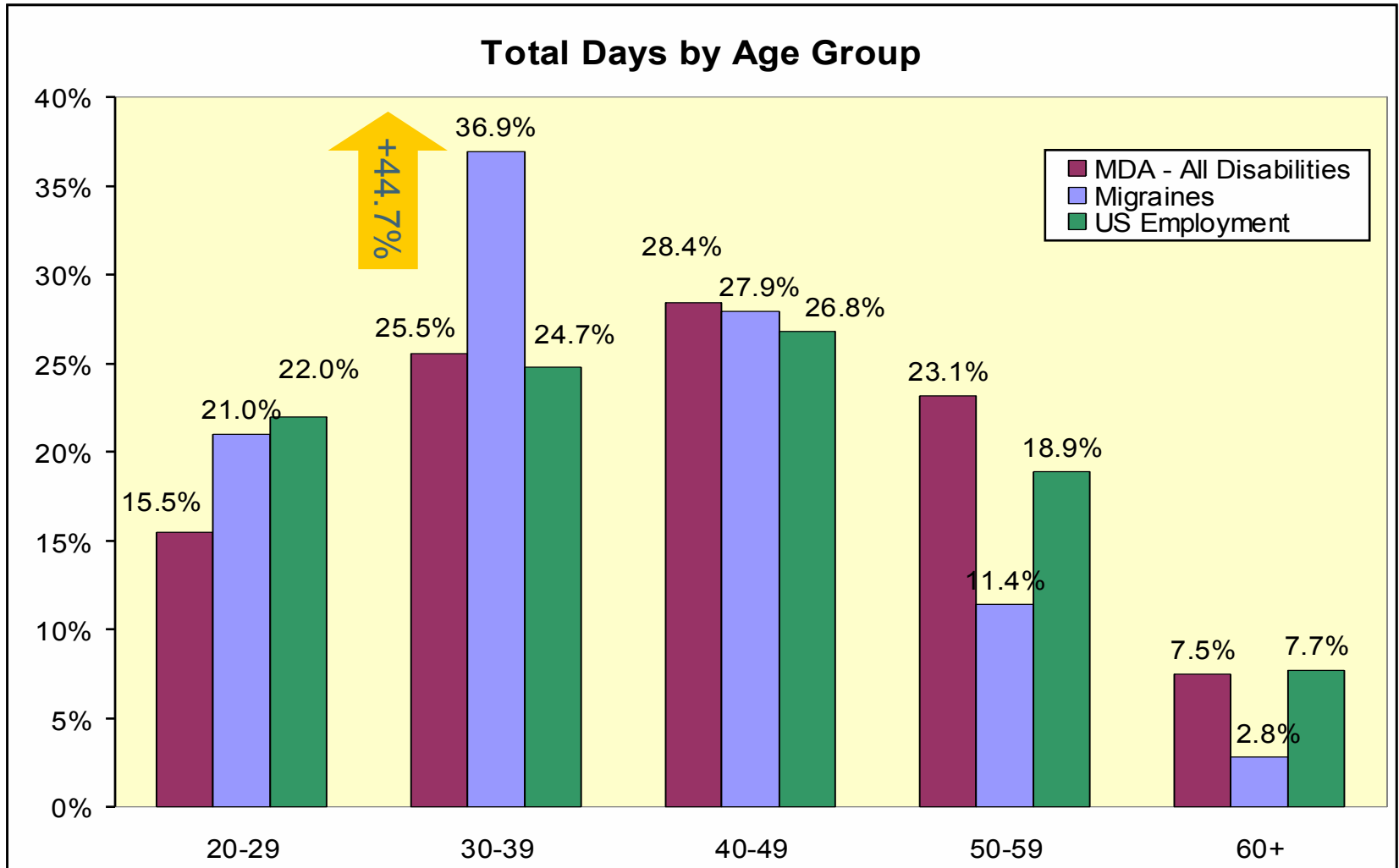
Females accounted for more than 70% of lost time days in this dataset





Migraine: Age Distribution

65% of lost time due to migraines occurred in 30-49 year olds





Migraine: Secondary Condition Impact (Co-morbidity)

Primary	Co-morbid Frequency	Co-morbidity (days impact on duration)	Mean Durations	
			Primary	Co-morbidity
Migraine	39.4%	+ 67.0%	27.1 days	46.1 days + 70.1%
Total MDA	33.2%	+ 39.6%	47.0 days	56.1 days +19.3%

Source: 2005 Reed Group Case Manager Research Study



Strategic Segment: Longest Duration Quartile

Top 25% Durations

Migraine Importance:

- 65.3% of all days
- 84.6% Co-morbid effect (vs. all migraines of 67.0%, all MDA of 39.6%)

Profile:

- 72.0% Female
- 60.8% <39 years

Top 25% Durations – Uniqueness

- Mean Duration
 - Segment: 84.7 days
 - All Migraines: 32.5 days
- Median Duration
 - Segment: 69 days
 - All Migraines: 13 days
- Co-Morbidity
 - Segment:
 - F = 73.9% D = 84.6% (91.0 days)
 - All Migraines:
 - F = 39.4% D = 67.0% (46.1 days)



Questions and Answers

Thank you.