



RISK FACTORS FOR WORK ABSENCE IN MENTAL HEALTH CLAIMS

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Ramazzini Presentation
RACP Congress 6 May 2019

Why is this important?



Challenge of mental health

Fastest growing cause of disability *



Why is this important?



Challenge of mental health claims

6% of claims but

2x the average days off and cost per claims,

\$543 million per year⁺

Challenge of long duration claims

30% of all lost time claims, **85%** of the total cost [°]

On the rise



Why is this important?



Opportunities



WHAT DO WE KNOW?

Where are the gaps?



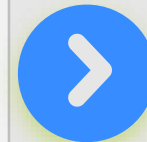
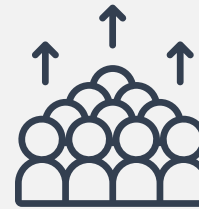
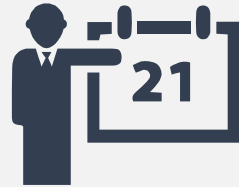
RESEARCH QUESTION

Are the risk factors for **long** duration mental health claims different to **short** duration claims?



METHODOLOGY

Retrospective cohort study of WA worker's compensation claims



10yrs
2005-2015

377,801
All accepted claims

3345
Sample set



METHODOLOGY

Retrospective cohort study of WA worker's compensation claims

GENDER



AGE



OCCUPATION



Dependent Variable:
SHORT
or
LONG
duration

**INDEPENDENT
VARIABLES**

INDUSTRY



EMPLOYER SIZE



MECHANISM



Statistical analysis:
**CHI SQUARED
TEST OF
INDEPENDENCE**



Strengths and limitations of this study



- ✓ 10 years of data, 3345 claims
- ✓ Complete database
- ✓ National coding convention
- ✓ Australian applicability
- ✓ Addresses current research gaps



- ✗ Possible data inaccuracy
- ✗ Claimants only



Population characteristics

Short: ≤ 60 days

Long: 60⁺days

78% 2606

739 22%

Claims
(n)

6

Days off
(median)

145

39% 61%

Gender

64% 36%

44yr

Age
(median)

47yr



ASSOCIATION:

AGE

OCCUPATION

INDUSTRY

EMPLOYER SIZE

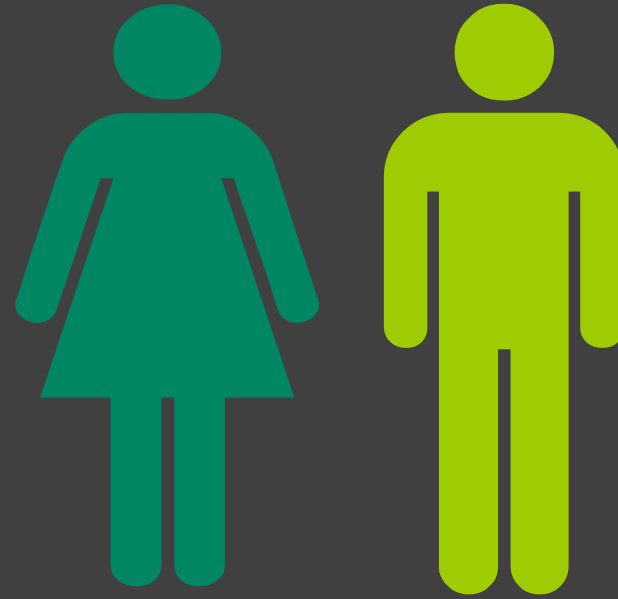
MECHANISM



$p < 0.005$



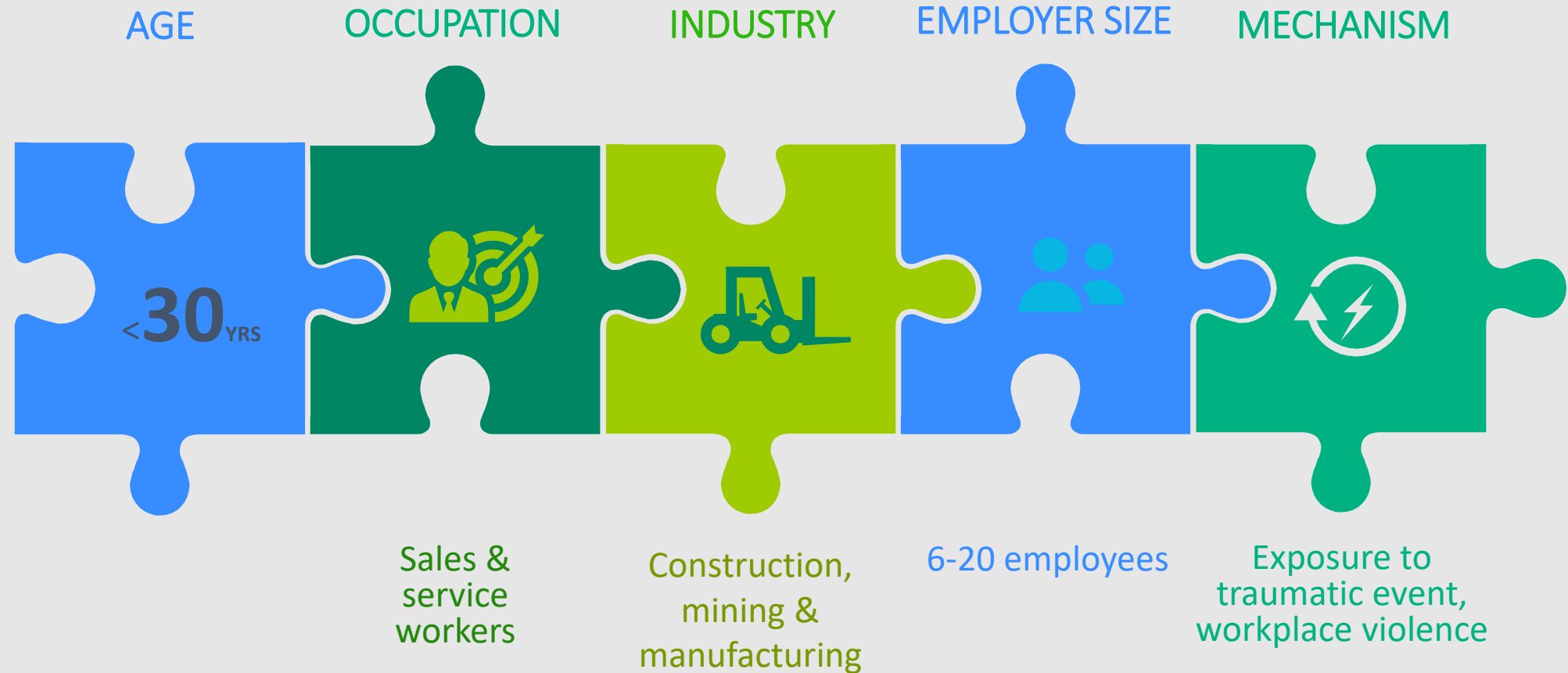
**NO ASSOCIATION:
GENDER**



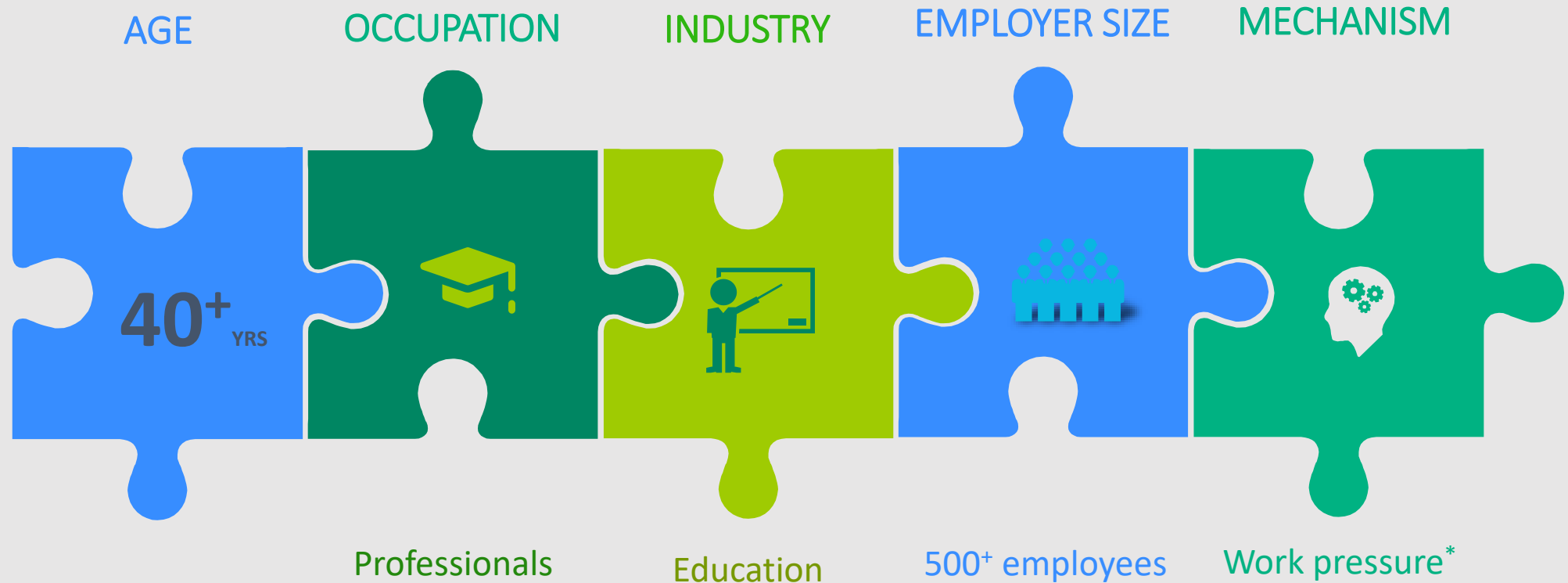
$p = 0.25$



SHORT DURATION RISK FACTORS

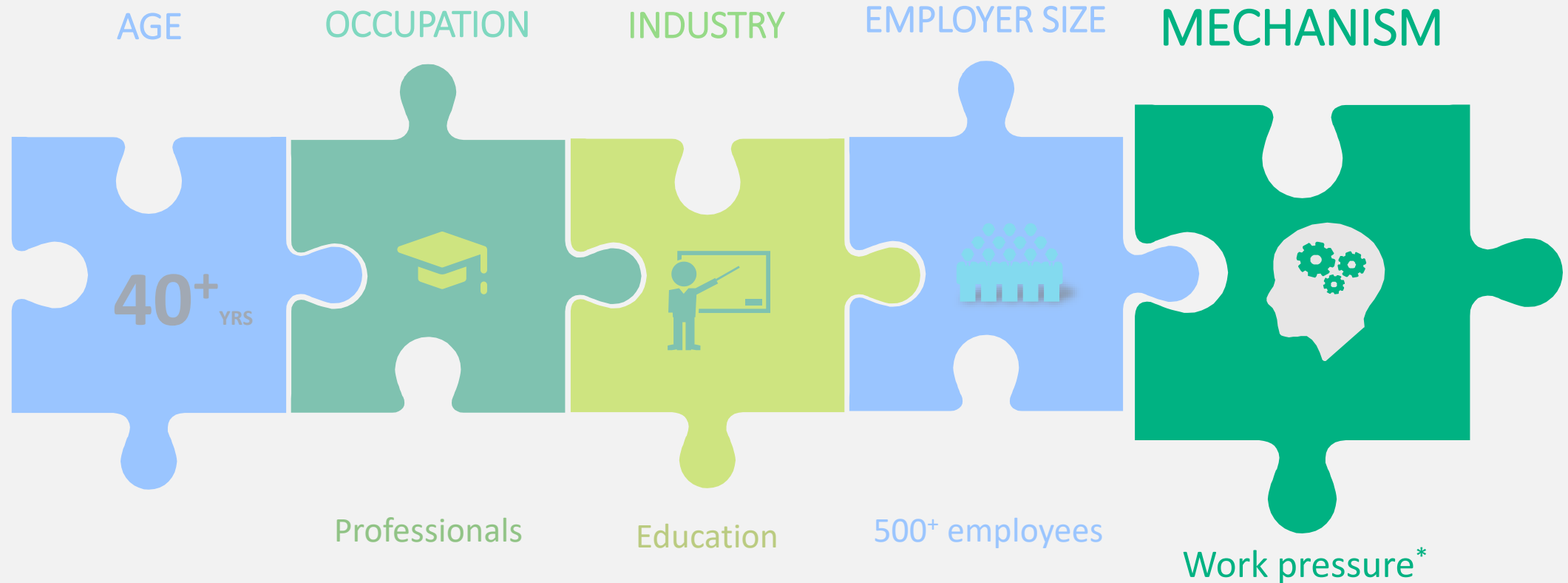


LONG DURATION RISK FACTORS



* Work pressure includes work backlogs & deadlines, organisational restructures, interpersonal conflicts, disciplinary actions, performance counselling or promotion disappointment

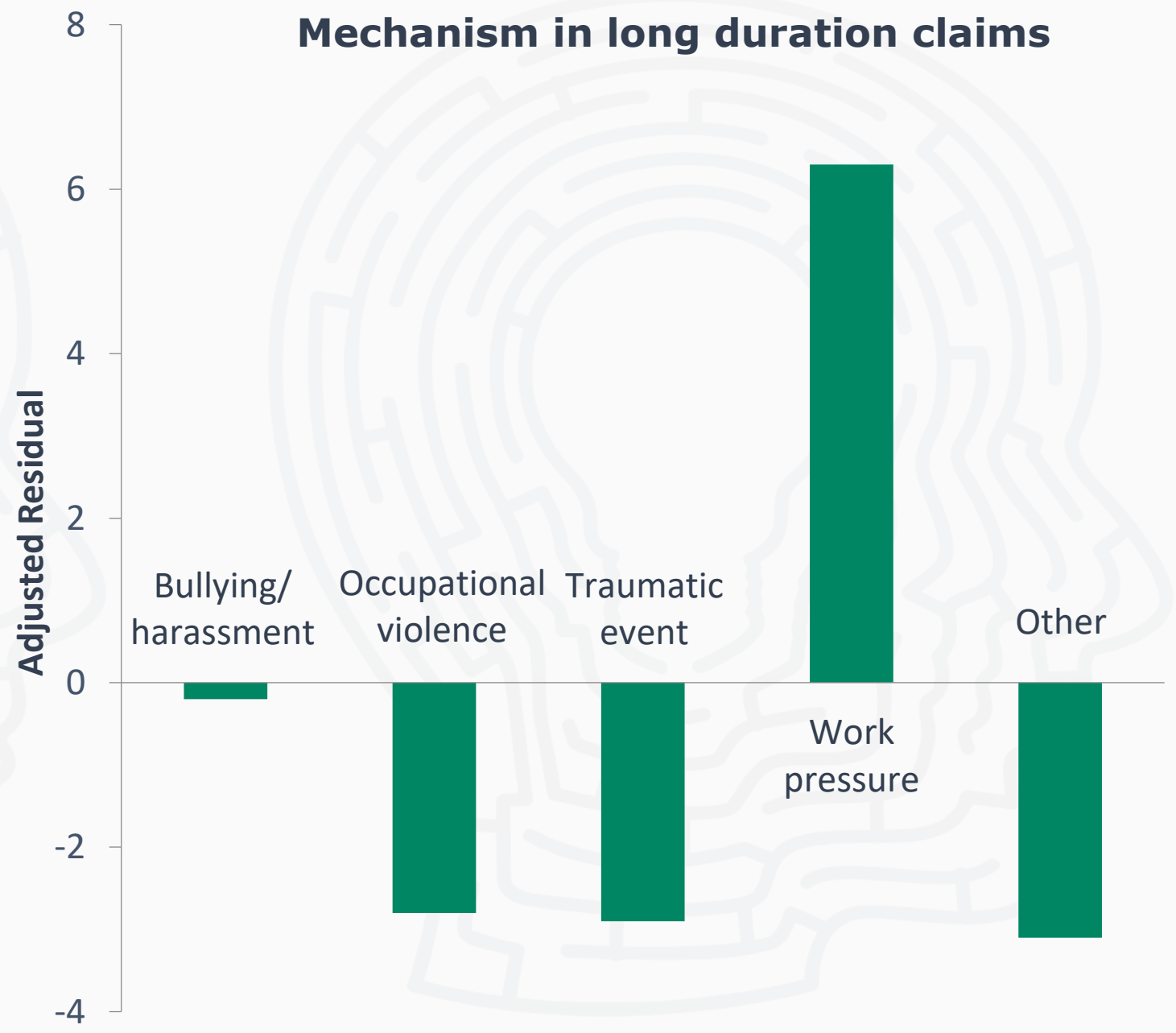
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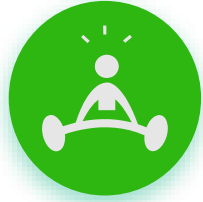
Work pressure
is the number one
cause of long
duration mental
health claims*

*with regards to mechanism





BACKLOGS



RESPONSIBILITIES



ORGANISATIONAL RESTRUCTURE



KONFLICTS



EXPECTATIONS DASHED



NOW!

Work pressure is feeling..

BROKEN



RESEARCH QUESTION

Are the risk factors for **long** duration mental health claims different to **short** duration claims?

Yes

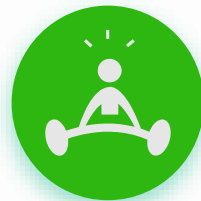


How will this **CHANGE** how I think and act?

Identify **WORK PRESSURE**.
Are the employees feeling
BROKEN?



BACKLOGS



RESPONSIBILITIES



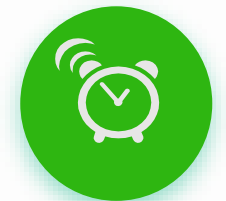
ORGANISATIONAL
RESTRUCTURE



KONFLICTS



EXPECTATIONS
DASHED



NOW!

ACKNOWLEDGEMENTS



Dr Martyn Cross, ECU Senior lecturer for his supervision and Dr Joyce Inma for her statistical guidance.



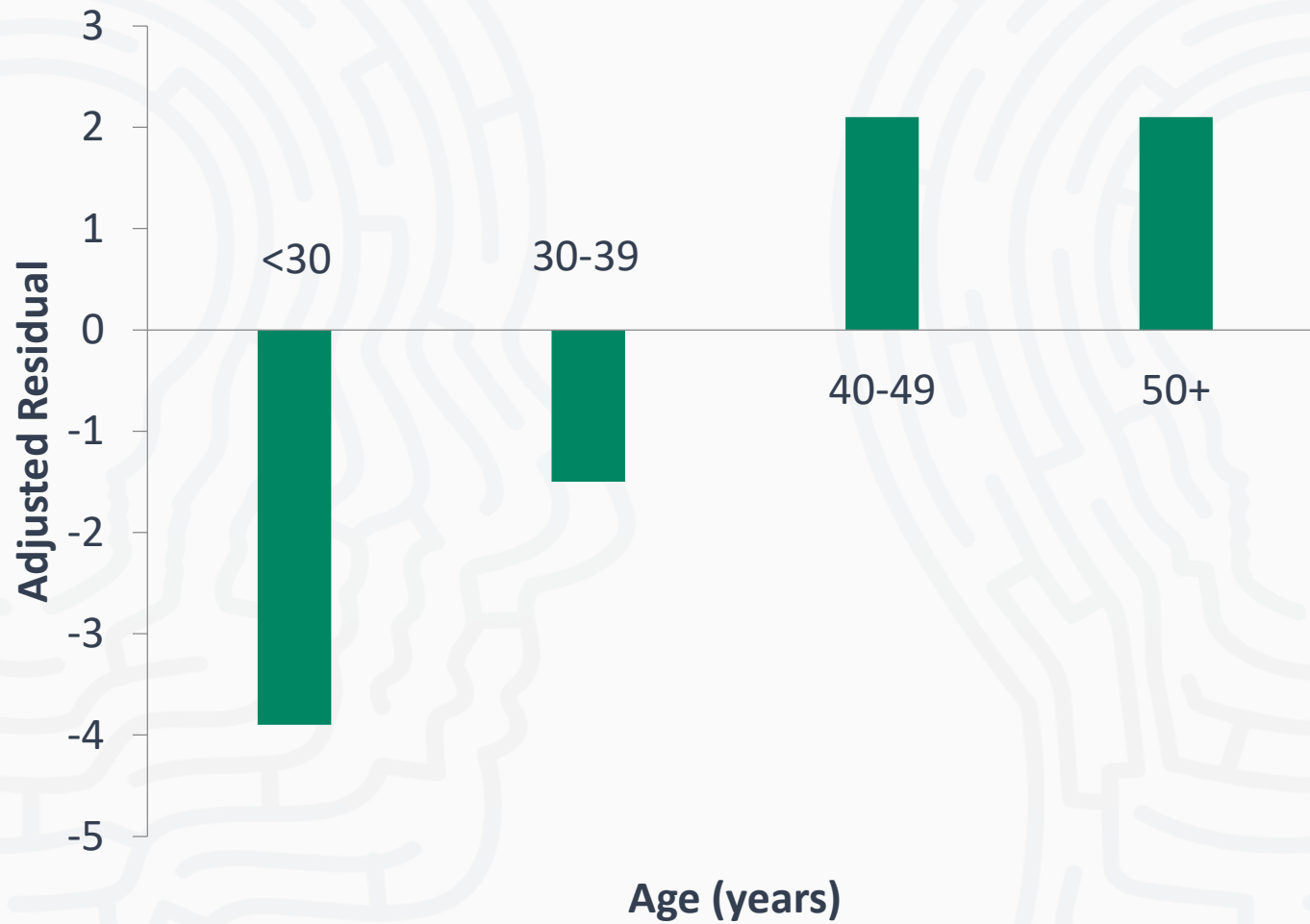
Mr. Franky Wu, WorkCover WA for his assistance in obtaining the data for this study.



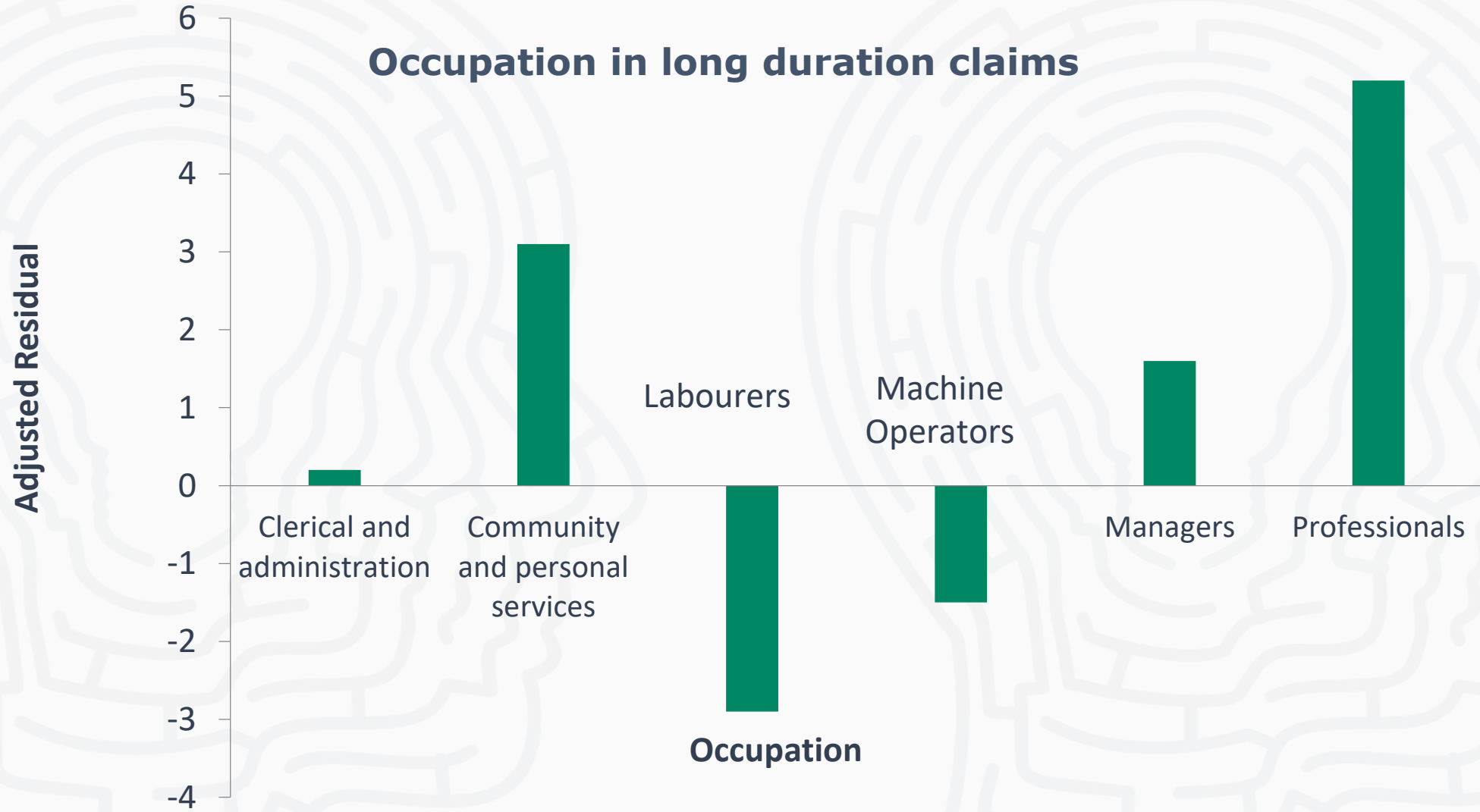
Dr Peter Connaughton for his mentorship and assistance in preparing this presentation.



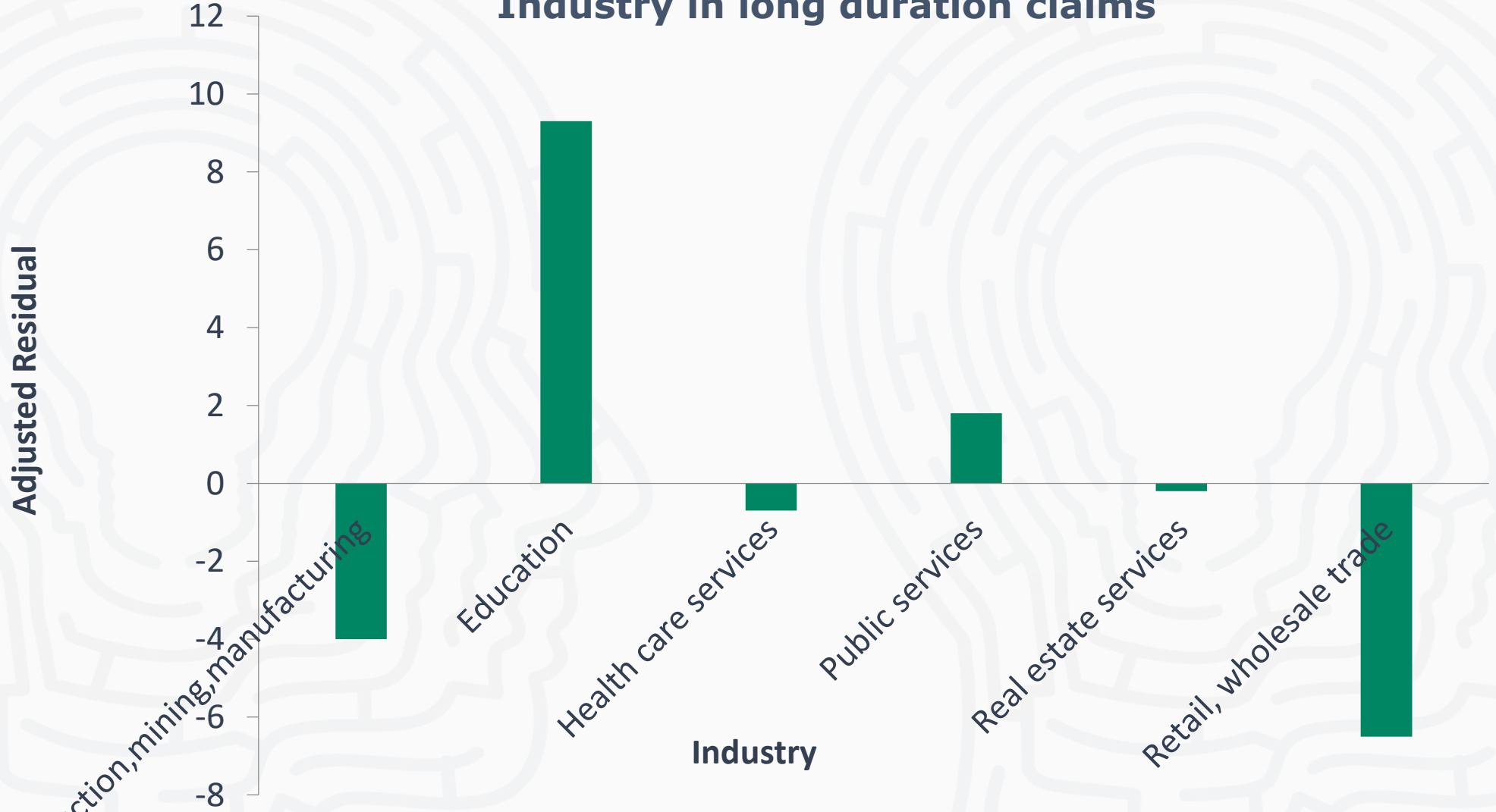
Age in long duration claims



Occupation in long duration claims



Industry in long duration claims



Employer size in long duration claims

