



COPD in the Workplace

Jamie Sullivan, MPH

Sr. Director of Public Policy & Outcomes

jsullivan@copdfoundation.org





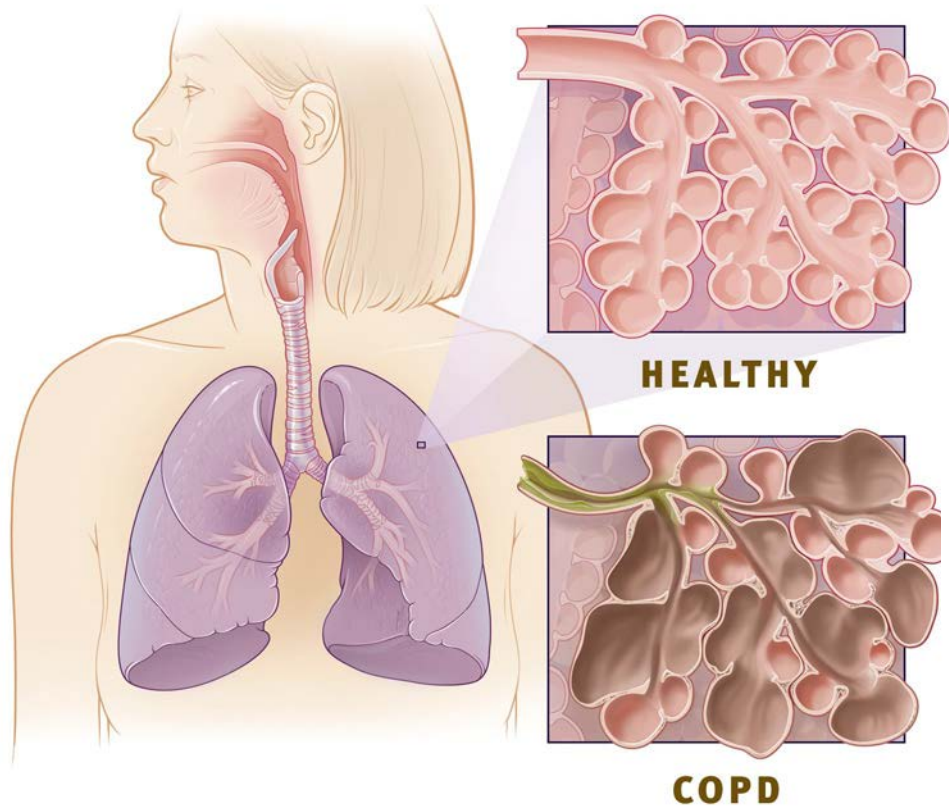
Audience Poll



How many coalitions / employers have done the following?

- Analyzed the cost impact of COPD on your covered population?
- Analyzed the productivity impact of COPD among your employees?
- Considered interventions aimed at COPD?
- Actually implemented interventions aimed at COPD?

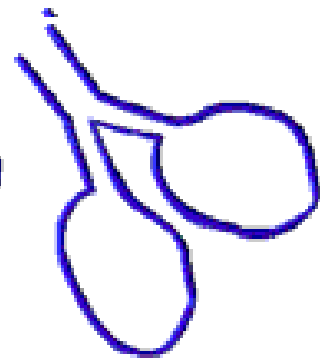
What is COPD?



Normal

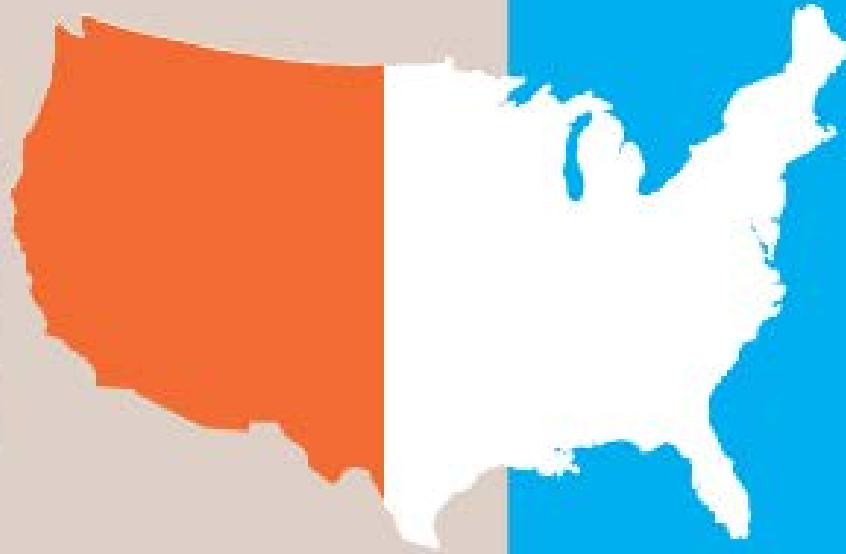


Bronchitis



Emphysema

**MORE THAN
24 MILLION
AMERICANS
HAVE COPD**



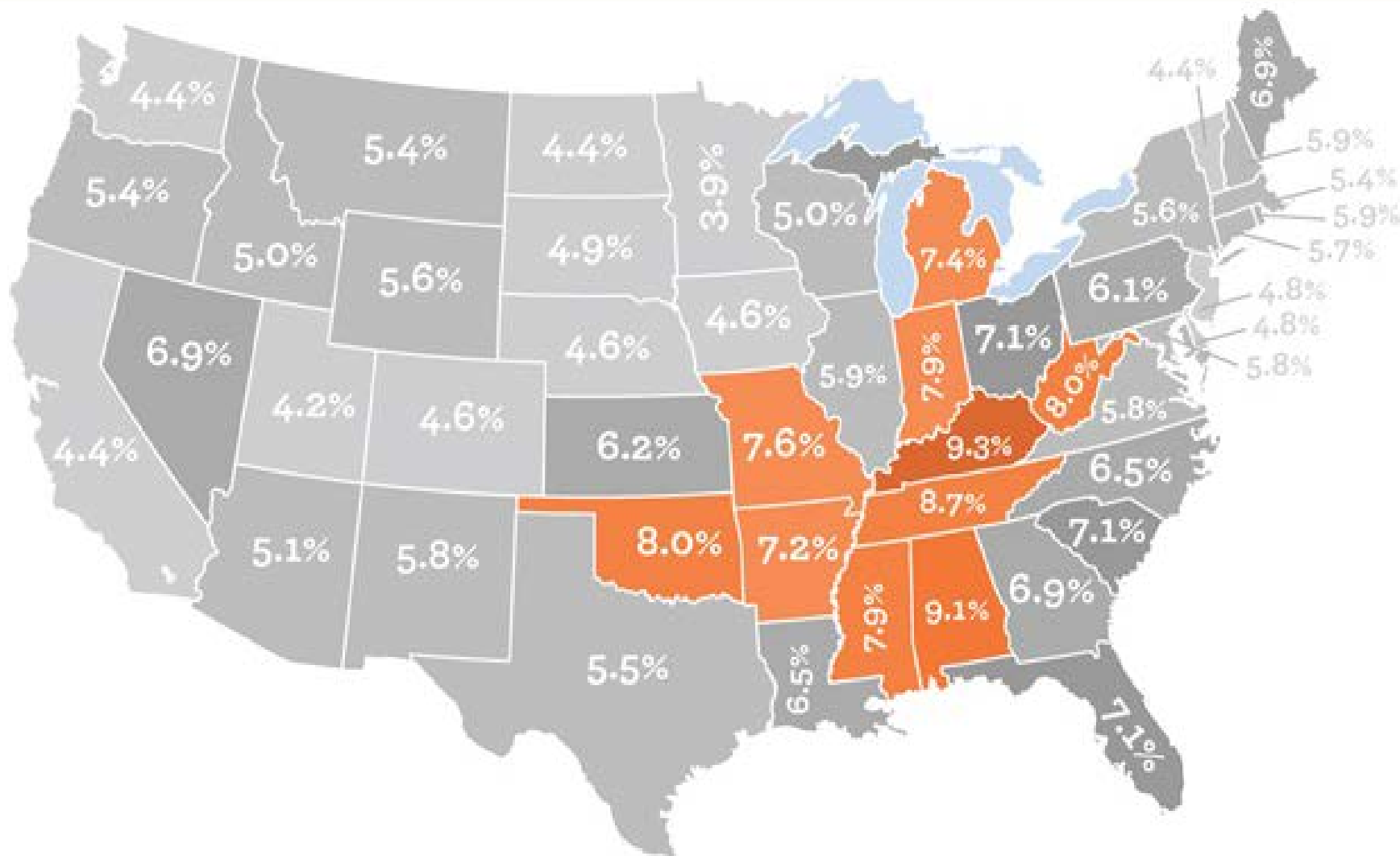
**12 MILLION
AMERICANS
WITH COPD
DONT KNOW
THEY HAVE COPD**



**EVERY 4
MINUTES
SOMEONE DIES
OF COPD**

**3RD
LEADING CAUSE
OF DEATH**

COPD in the U.S.



The Burden of COPD in the U.S.



COPD IS THE 2ND LEADING CAUSE OF DISABILITY
IN THE UNITED STATES

**RATES WERE HIGHEST
IN THE POOREST COMMUNITIES**



**1 IN 5 HOSPITALIZED
INDIVIDUALS OVER 40
HAVE A DIAGNOSIS
OF COPD**



1.5 MILLION

**EMERGENCY ROOM
VISITS PER YEAR**

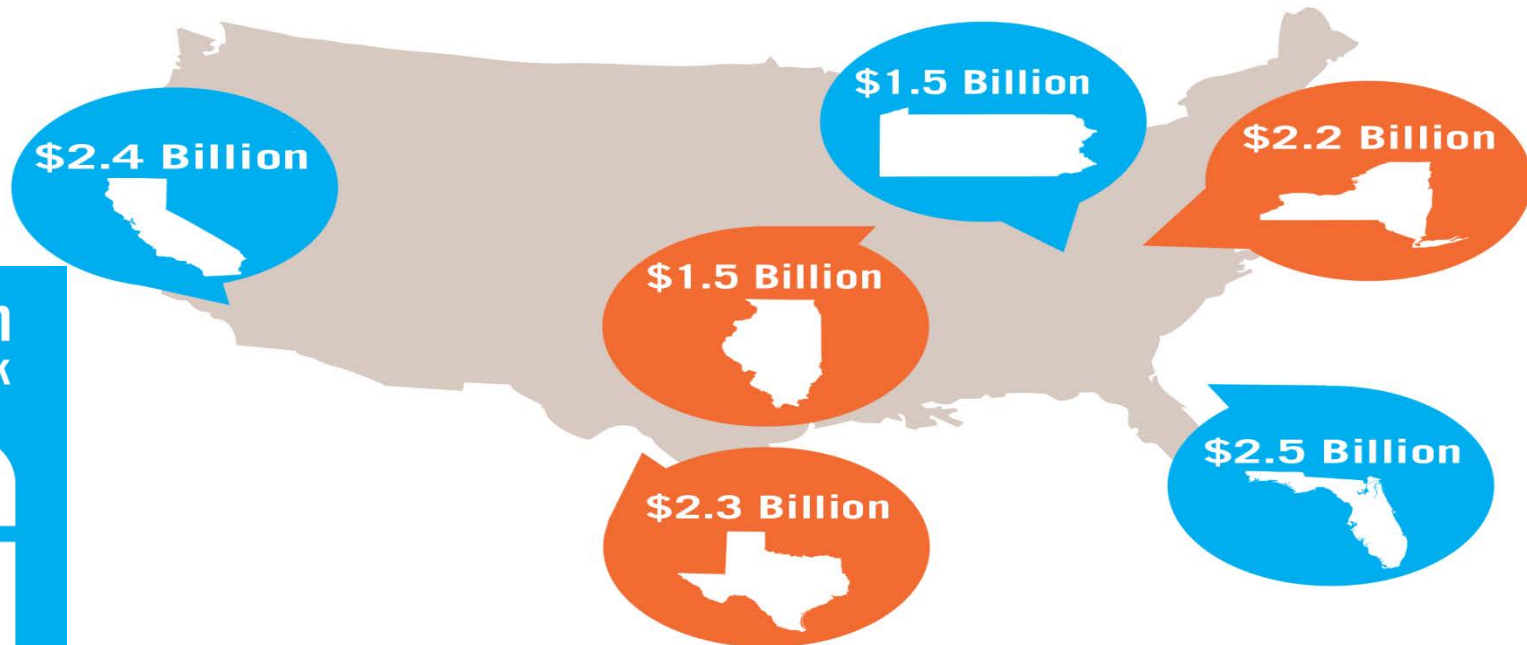


COPD is Costly



\$32.1 Billion

Total Annual Medical Costs for COPD Alone



16.4 Million
Lost days of work



Per Year

The Burden of COPD in Pennsylvania



Over 625k
have
DIAGNOSED
COPD

Over \$2.5
billion in
medical
costs alone

Highest per
person
attributable
medical
costs in the
U.S.

About 30%
born by
commercial
insurers

COPD is Not Just a Disease of the Elderly



25-44

2.7 Million

45-54

2.9 Million

55-64

3.2 Million

65-74

2.7 Million

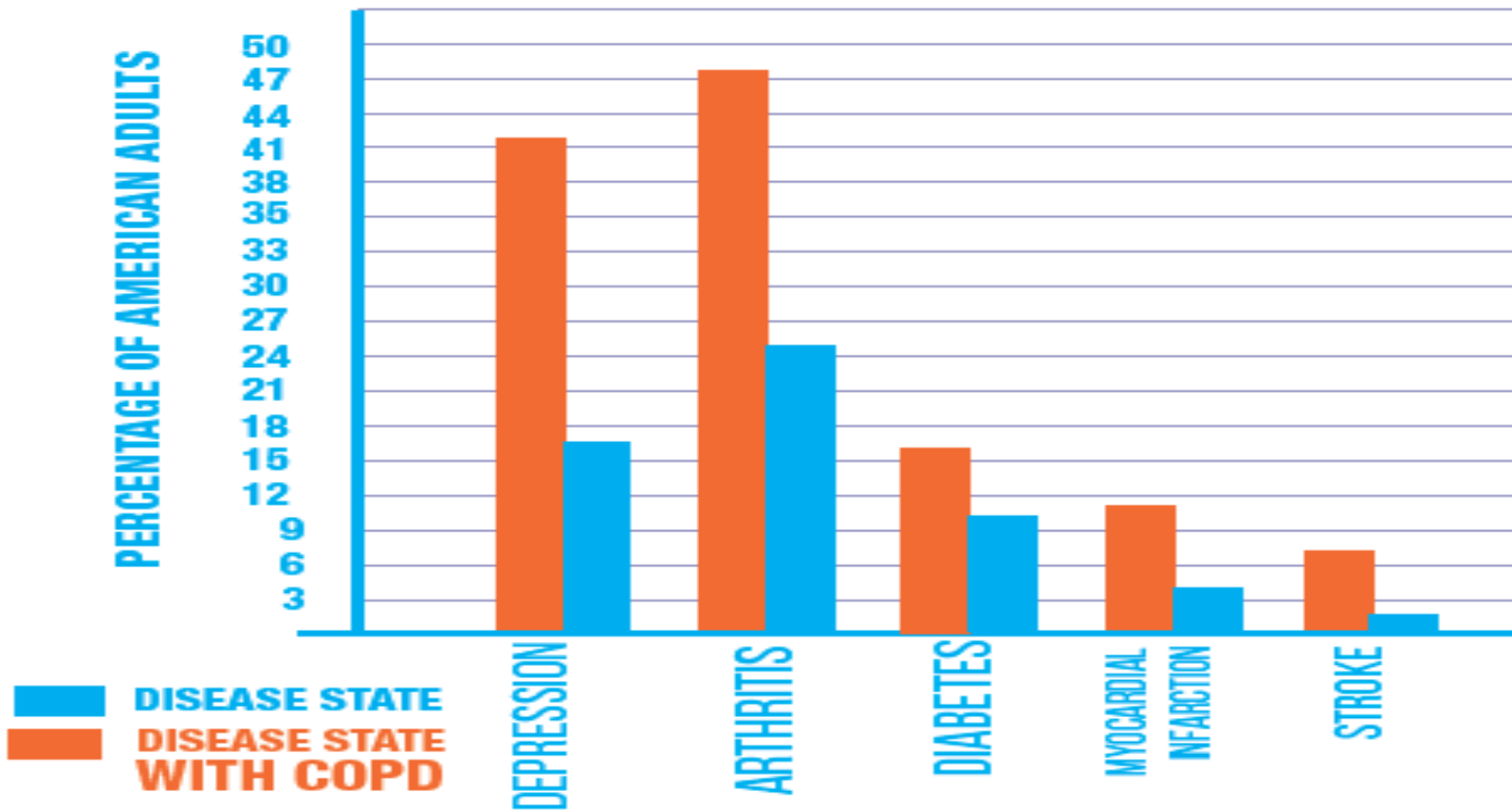
75+

2.7 Million

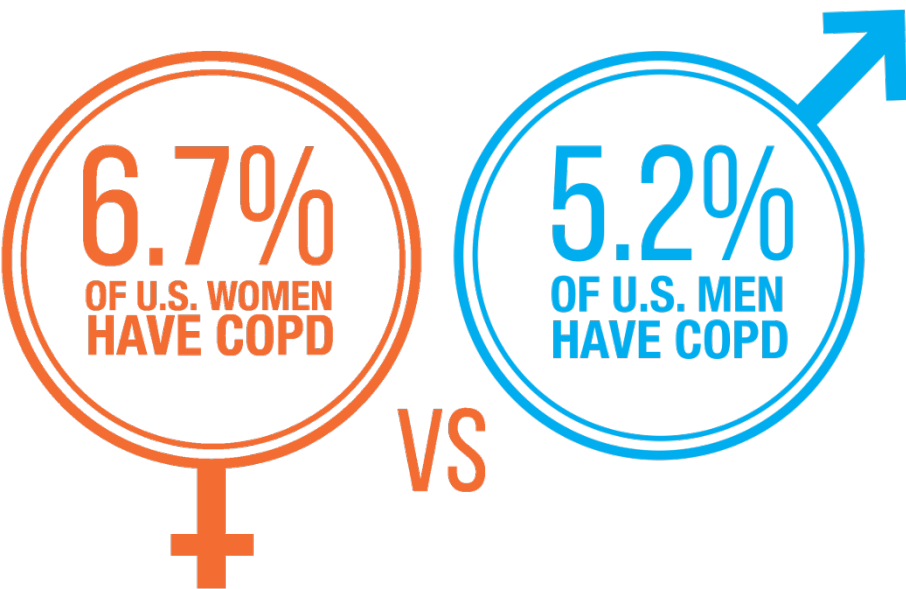
COPD is Complex



COPD AND ASSOCIATED COMORBIDITIES



COPD is a Health Disparities Issue

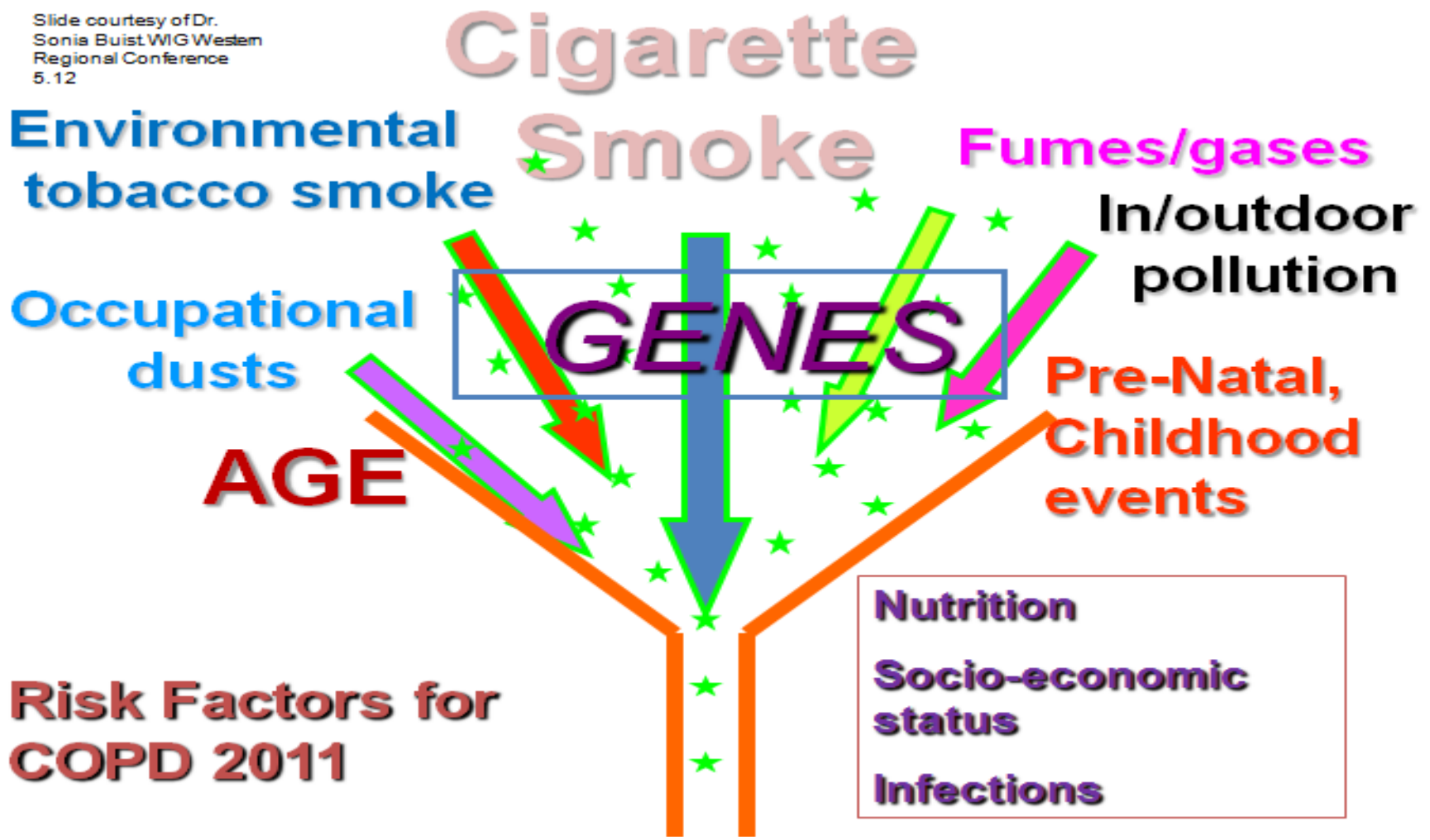


INDIVIDUALS MAKING
LESS THAN \$25K ARE
3X MORE LIKELY TO
HAVE COPD



What Causes COPD?

Slide courtesy of Dr. Sonia Buist WIG Western Regional Conference 5.12



Is COPD Work Related?



People who work in labor industries face a greater risk of developing COPD.



How Does COPD Affect Your Workers?



Shortness of breath moving about the workplace

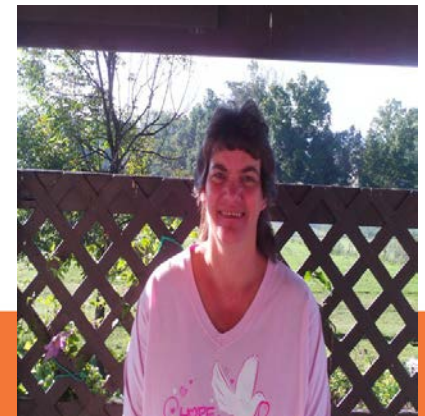
Increased susceptibility to colds/infections when coworkers are sick

More sensitive to fumes and dust

Discomfort in non-climate controlled settings

Need for flexible schedules for treatment

"My bosses don't understand COPD. They look at me and think nothing is wrong. One day when it was hot and humid I opened the door, and was screamed at. When I told my boss it was because I couldn't breathe, he said, 'Well you go home and breathe, don't ya?' and I said 'Yes, but I also have air conditioning.'"



Preventable Costs Related to COPD



- The majority of people aren't diagnosed with COPD until they have lost over HALF of their lung function
- **70%** of expenses are due to hospitalizations that can be prevented with better diagnosis and management.
- Per patient direct costs: ~**\$8600** annually
- Indirect costs due to loss of work and forced early retirement: **\$596,000** lifetime average.

COPD IS AN ECONOMIC

TIME BOMB



**AFFECTING WORKERS AT
THE PEAK OF THEIR
EARNING AND SPENDING POWER.**

What Do Employers Know About COPD?



Focus groups and interviews with Employers revealed a huge gap in knowledge

Low Knowledge

- Related to lungs and breathing
- Unaware of cost, prevalence and undiagnosed problem

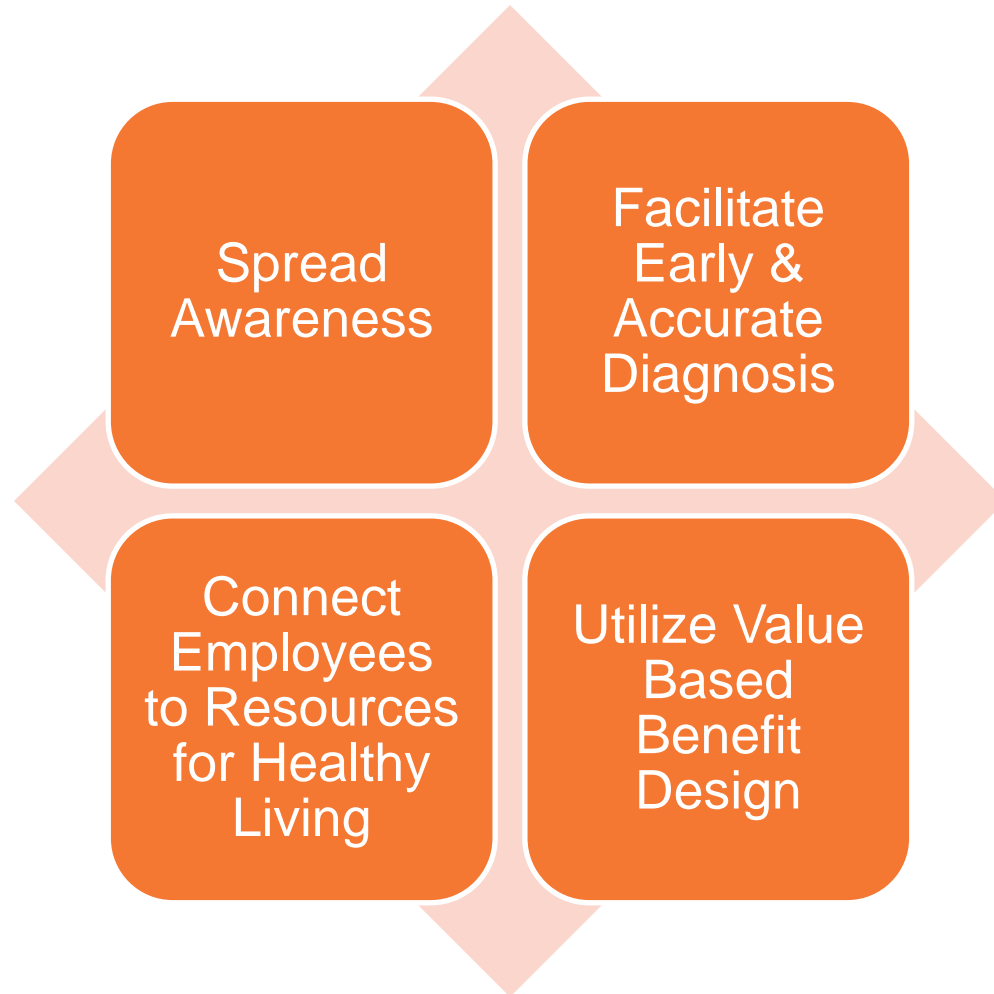
Low Priority

- Focused on depression, obesity and heart disease
- Not on their radar

Misperceptions

- Smoking cessation was enough
- Only affects 'old' people

The Good News: There is Something we Can do to Support Better COPD Care



COPD Foundation Employer Toolkit



Developed with seed funding from NHLBI's COPD *Learn More Breathe Better* campaign

Mid-Atlantic region stakeholders provided input in research creation and material creation

Maryland Department of Health and Mental Hygiene served in an advisory role

Beta Toolkit launched September 14, 2012



MidAtlantic
BUSINESS GROUP
ON HEALTH

The Employer Toolkit Web Portal



THE COPD
EMPLOYER TOOLKIT

Login

[ACTION PLAN](#) [FACTS](#) [EMPLOYER TOOLS](#) [PARTNERS](#) [SCREENER TEST](#) [COST CALCULATOR](#)

BETTER CARE, LOWER COSTS, HEALTHIER EMPLOYEES



DRIVE4COPD

COPD's Impact in Your Workplace

COPD is an economic time bomb affecting your workers at the peak of their earning and spending power. Nearly 70% of the 24 million Americans with COPD are under age 65 yet half do not even know they have this progressive and costly chronic disease, passing symptoms off as a sign of aging, allergies or frequent colds.

COPD is causing avoidable losses of productivity and higher than necessary healthcare costs but GOOD NEWS, there IS something YOU can do to stop this growing workplace health crisis. Join us in gaining a better understanding of the impact COPD has in your workplace and then customize a simple, easy to implement action plan to integrate COPD strategies into your wellness programs.

Step 1: Learn about COPD and the benefits of taking action.

Step 2: Learn more about the costs of COPD

Step 3: [Take Action](#)

Access the Toolkit online at
www.copdfoundation.org/employertoolkit

The COPD Employer Toolkit Process



Understand

- Learn about COPD
- Estimate your cost

Assess Risk

- Integrate COPD risk screening
- Receive aggregate data when risk screener completed electronically via unique url

Plan Further Action

- Create a customized action plan
- Utilize templates, educational materials and examples of policies to help manage healthcare and productivity costs and improve the lives of your employees



If You Only Take One Action...

COPD Population Screener™

This five-question screener may help you to identify if you are at risk for COPD (chronic obstructive pulmonary disease). To complete the screener, mark an X in the box that best describes your answer for each question below.

1. During the past 4 weeks, how much of the time did you feel short of breath?

- None of the time (0)
- A little of the time (0)
- Some of the time (1)
- Most of the time (2)
- All of the time (2)

2. Do you ever cough up any "stuff," such as mucus or phlegm?

- No, never (0)
- Only with occasional colds or chest infections (0)
- Yes, a few days a month (1)
- Yes, most days a week (1)
- Yes, every day (2)

3. Please select the answer that best describes you in the past 12 months. I do less than I used to because of my breathing problems.

- Strongly disagree (0)
- Disagree (0)
- Unsure (0)
- Agree (1)
- Strongly agree (2)

4. Have you smoked at least 100 cigarettes in your ENTIRE LIFE?

- No (0)
- Yes (2)
- Don't know (0)

5. How old are you?

- Age 35 to 49 (0)
- Age 50 to 59 (1)
- Age 60 to 69 (2)
- Age 70+ (2)



How to Score Your Screener: In the spaces below, write the number that is next to your answer for each of the questions. Add the number to get the total score. The total score can range from 0 to 10.

(#1) + (#2) + (#3) + (#4) + (#5) = TOTAL SCORE

If your total score is between 0 and 4, and you experience problems with your breathing, please share this survey with your doctor or healthcare provider (HCP). Your HCP can help evaluate any type of breathing problem.

If your total score is 5 or more, your breathing problems may be caused by chronic obstructive pulmonary disease (COPD). COPD is often referred to as chronic bronchitis and/or emphysema and is a serious lung disease that slowly gets worse over time. While COPD cannot be cured, it is treatable.

Please share the completed survey with your HCP. The higher your score, the more likely you are to have COPD. Your HCP can help evaluate your breathing problems by performing a simple breathing test, also known as spirometry.

If you find out you do have COPD, remember this: While COPD is a progressive disease, the good news is that there are steps you can take to manage it. Ask your HCP how you can breathe easier.

Note to Doctor/Healthcare Provider: Please see reverse for more information and visit DRIVE4COPD.ORG to learn more about the easy-to-use COPD Population Screener™ (COPD-PS).

The five-question COPD Risk Screener can help employees aged 35+, determine if they are at risk for COPD

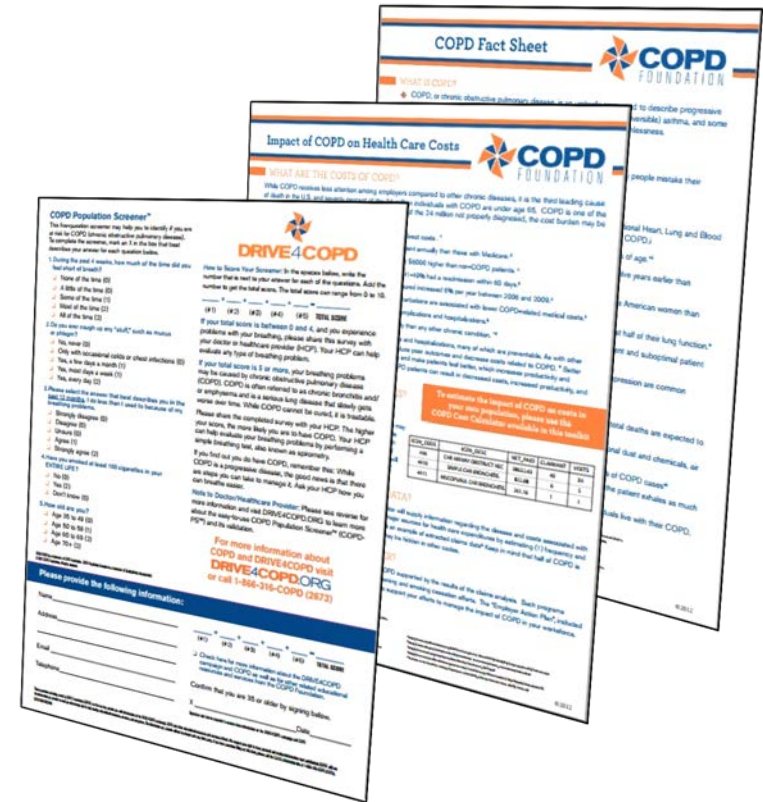
- Designed by a working group of 10 pulmonologists and primary care physicians
- Customized url leads direct to the screener
- Also available in paper brochure and pad format
- Template communication materials to accompany the screener link are available
- More than 2.5 million individuals have taken the screener

*COPD Population Screener is a trademark of QualityMetric Incorporated**The screener is validated for use in the United States and was published in the *Journal of Chronic Obstructive Pulmonary Disease*, April 2008, Martinez, F.J., Raczek, A.E., Seifer, F.D., Conoscenti, C.S., Curtice, T.G. & D'Eleto, T., Et al. (2008). Development and Initial Validation of a Self-Scored COPD Population Screener Questionnaire (COPD-PS). *COPD: Journal of Chronic Obstructive Pulmonary Disease*, 5:2, 85-95.

Toolkit Resources



- COPD Action Plan
- Customized link to the COPD Risk Screener
- Pre-written newsletter articles and email blasts
- COPD Employer Cost Calculator
- Free COPD education materials
- Resources for on-site COPD Screening events
- Case studies
- Claims analysis assistance
- And more!



Contact the COPD Foundation:
1-866-731-COPD (2673) ext. 455
jsullivan@copdfoundation.org

Learn About COPD

[ACTION PLAN](#)[FACTS](#)[EMPLOYER TOOLS](#)[PARTNERS](#)[SCREENER TEST](#)[COST CALCULATOR](#)

What Is COPD?

Chronic obstructive pulmonary disease, (COPD) is an umbrella term used to describe progressive lung diseases including emphysema, chronic bronchitis, and other lung conditions. Some of the signs and symptoms are increased breathlessness, frequent coughing, wheezing, tightness in the chest, and constant clearing of the throat. Smoking is the primary risk factor for COPD, but is not the only cause of COPD in the U.S. Exposure to second-hand smoke or environmental and industrial pollutants can also play a role. In some cases, COPD is caused by genetic factors.

COPD is a major driver of health care costs. In 2010 the U.S. spent \$49.9 billion in direct and in-direct health care expenditures, with additional costs not captured in claims due to underdiagnosis and misdiagnosis.

Unmanaged or undiagnosed COPD patients may be less productive and have greater absentee rates and medical costs but you can help save money and improve your employee's quality of life through a few simple steps.

[Download the COPD Fact Sheet](#)

WHAT ARE THE BENEFITS OF INTEGRATING COPD INTO YOUR WORKSITE WELLNESS PROGRAMS?

Understand the Costs



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Search



- [COPD Calculator Instructions](#)
- [COPD Calculator Spreadsheet](#)



The COPD Employer Calculator provides you with a better understanding of the financial impact of COPD on your employee population. COPD patients experience higher medical and drugs costs, increased absenteeism, and decreased productivity. The majority of COPD-related direct medical costs are due to complications and hospitalizations, which, if prevented, could reduce costs by 40%.

As with other chronic diseases, improved health care management can reduce poor outcomes and decrease COPD related costs. Improving care and staying on treatment can reduce avoidable costs and improve patients' health and productivity.

The COPD Employer Calculator predicts the financial burden of COPD to employers based on the specific characteristics of the employee population. The calculator compares the health care costs for employees with COPD and the average employee.

To get started download the calculator file. The file will open in Microsoft Excel but stay tuned for a new interactive calculator right here on the COPD Employer Toolkit Portal.

[Download the Impact of COPD on Health Care Costs](#)

Assess Your Risk



ACTION PLAN PROGRESS:

Full Action Plan ▼

Milestone 1

Encourage employees to take the 5 question online COPD screener

Include the link to the COPD screener within your employee intranet and/or wellness portal, or on your company website or facebook page

Get Started

Milestone 2

Milestone 3

Milestone 4

Incorporate the COPD screener into your health assessment

Get Started

Send the template email blast with the link to the COPD screener to employees

Get Started

Send the template email blast with the link to the COPD screener to employees

Get Started

Include the link to the COPD screener and/or printed version of the COPD screener in employee paychecks

Get Started

Include the COPD screener along with each flu shot administered in your on-site clinics

Get Started

Incorporate the COPD screener into your tobacco cessation program

Get Started

THE COPD EMPLOYER TOOLKIT

Encourage employees to take the 5 question online COPD screener

Include the link to the COPD screener within your employee intranet and/or wellness portal, or on your company website or facebook page



TEMPLATE EMPLOYEE NEWSLETTER ARTICLE

TEMPLATE SHORT EMAIL BLAST

5 QUESTION COPD POPULATION SCREENER- PAPER VERSION

Mark as Complete

DON'T F

To creat

Milestone 4

Incorporate the COPD screener into your health assessment

Get Started

COPD POPULATION SCREENER™*

24 million Americans have COPD, but 12 million do not know that they have it. Are you one of the missing millions? Please take this 5 question risk screener --- it takes less than a minute to find out if you are at risk for COPD.



Question 1

Question 2

Question 3

Question 4

Question 5

Results

During the past 4 weeks, how much of the time did you feel short of breath?

None of the time

A little of the time

Some of the time

Most of the time

All of the time

Skip

Click to Chat



Open Screener Questions

Speak to a trained associate
1-866-316-COPD (2673)

*COPD Population Screener™ copyright 2004 QualityMetric Incorporated. All Rights Reserved.

COPD Population Screener™ is a trademark of QualityMetric Incorporated.

Sources and Usage Guidelines

The screener is validated for use in the United States and was published in the Journal of Chronic Obstructive Pulmonary Disease, April 2008, Martinez, F. J., Raczek, A. E., Seifer, F. D., Conoscenti, C. S., Currice, T. G. & D'Eleto, T., et al. (2008). Development and Initial Validation of a Self-Scored COPD Population Screener Questionnaire (COPD-PS). COPD: Journal of Chronic Obstructive Pulmonary Disease, 5:2, 85-95.



Download a PDF of the screener

Plan Further Action



ACTION PLAN PROGRESS:

Full Action Plan ▼

Milestone 1

Incorporate COPD Screening and Information in Wellness Activities

Host an on-site COPD screening day through the COPD Foundation so employees can receive peak flow and spirometry screening **Get Started**

Include on-site COPD screening through the COPD Foundation in your annual health fair activities **Get Started**

Hold a COPD-related worksite fundraiser to engage employees during COPD Awareness Month **Get Started**

Hold a COPD-related worksite fundraiser to engage employees during COPD Awareness Month **Get Started**

Post the "What is COPD" poster in the employee break-room or another place that employees gather **Get Started**

Include the template newsletter article about the risk factors for COPD in your company newsletter **Get Started**

Provide the COPD Information Line postcard to employees so they can connect to the COPD Foundation's support and education resources **Get Started**

Hold a lunch and learn presentation on COPD for your employees **Get Started**

Milestone 2

Milestone 3

Milestone 4

We can help you incorporate COPD into your existing programs!

ACTION PLAN PROGRESS:

Full Action Plan ▼

Milestone 1

Partner with your health plan

Request a claims analysis to determine identifiable COPD-related costs **Get Started**

Milestone 2

Milestone 3

Examine your employee benefit plan to identify existing coverage for COPD-related care and performance on COPD quality measures **Get Started**

Milestone 4

Work with your health plan to incorporate value based design components for COPD **Get Started**

Request that your health plan provide the COPD Foundation's Big Fat Reference Guide to all employees with a COPD diagnosis **Get Started**

Request that your health plan provide coverage for pulmonary rehabilitation services **Get Started**

Encourage participation in health management & adherence programs **Get Started**