

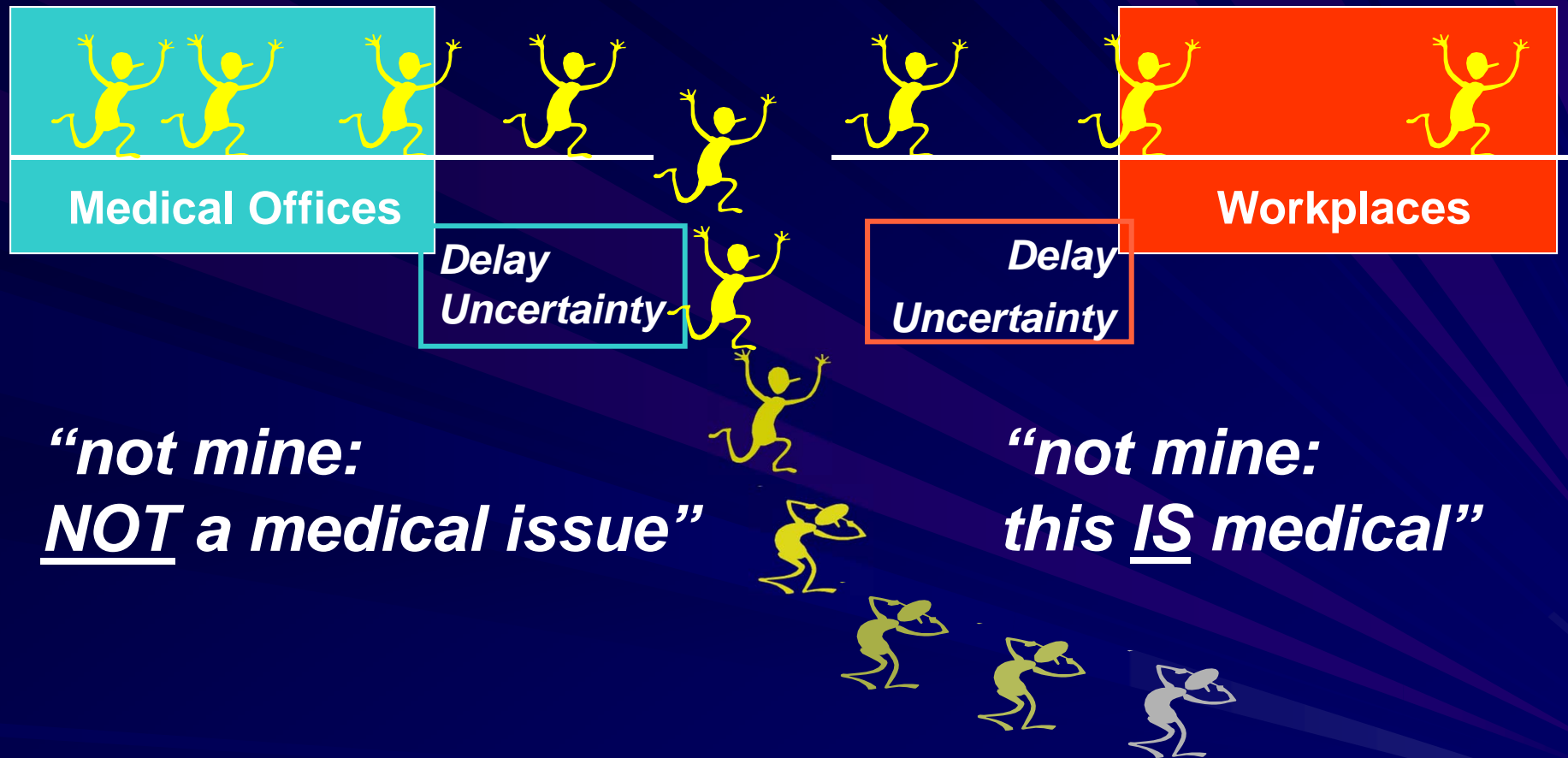


A Grassroots Multi-Stakeholder Mechanism for Positive Change

The 60 Summits Project

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IFDM Los Angeles 2010

Closing The Communications Gap



Result: Needless Work Absence, Job Loss, Withdrawal from Workforce



The Work Disability Prevention Model

DISCUSSION FRAMEWORK

**“Preventing Needless
Work Disability by
Helping People Stay Employed”**

**A new model from the American College of
Occupational & Environmental Medicine**

The SAW / RTW Process

- Stay At Work / Return To Work Process
- A sequence of questions, actions, and decisions made separately by several parties that, taken together as a whole, determines the outcome of a health-related employment situation: whether a worker stays at work despite a medical condition or whether, when, and how a worker returns to work during or after recovery.
- It creates outcomes

4 General and 16 Specific Recommendations

1. Adopt a disability prevention model.
2. Address behavioral and circumstantial realities that create or prolong disability.
3. Acknowledge the powerful contribution that motivation makes to outcomes, and make changes to improve incentive alignment.
4. Invest in system and infrastructure improvements.

1. Adopt a Disability Prevention Model

- Increase awareness of how rarely work disability is medically-REQUIRED.
- *[Instill a sense of urgency]* Urgency is required because prolonged time away from work is harmful.

What is Work Disability Prevention?

- **NO** Primary prevention
 - Injury prevention
 - Vaccines, wellness, health promotion
- **YES** Secondary prevention
 - Work disability prevention - immediate
 - Blood pressure treatment
- **NO** Tertiary prevention
 - Traditional return to work programs
 - Traditional vocational rehabilitation
 - Cardiac / spinal cord rehab programs

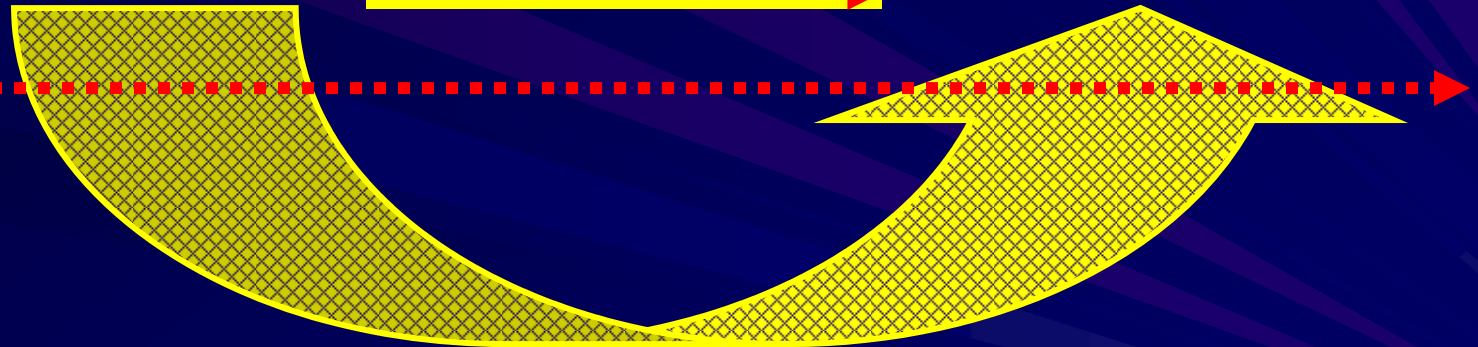
Work Disability Prevention Vision

Employee
is faced
with a new
health-related
challenge

Minimum Time →

Employee &
Supervisor
have coped
with the new
challenge

“Fully productive”
level of function

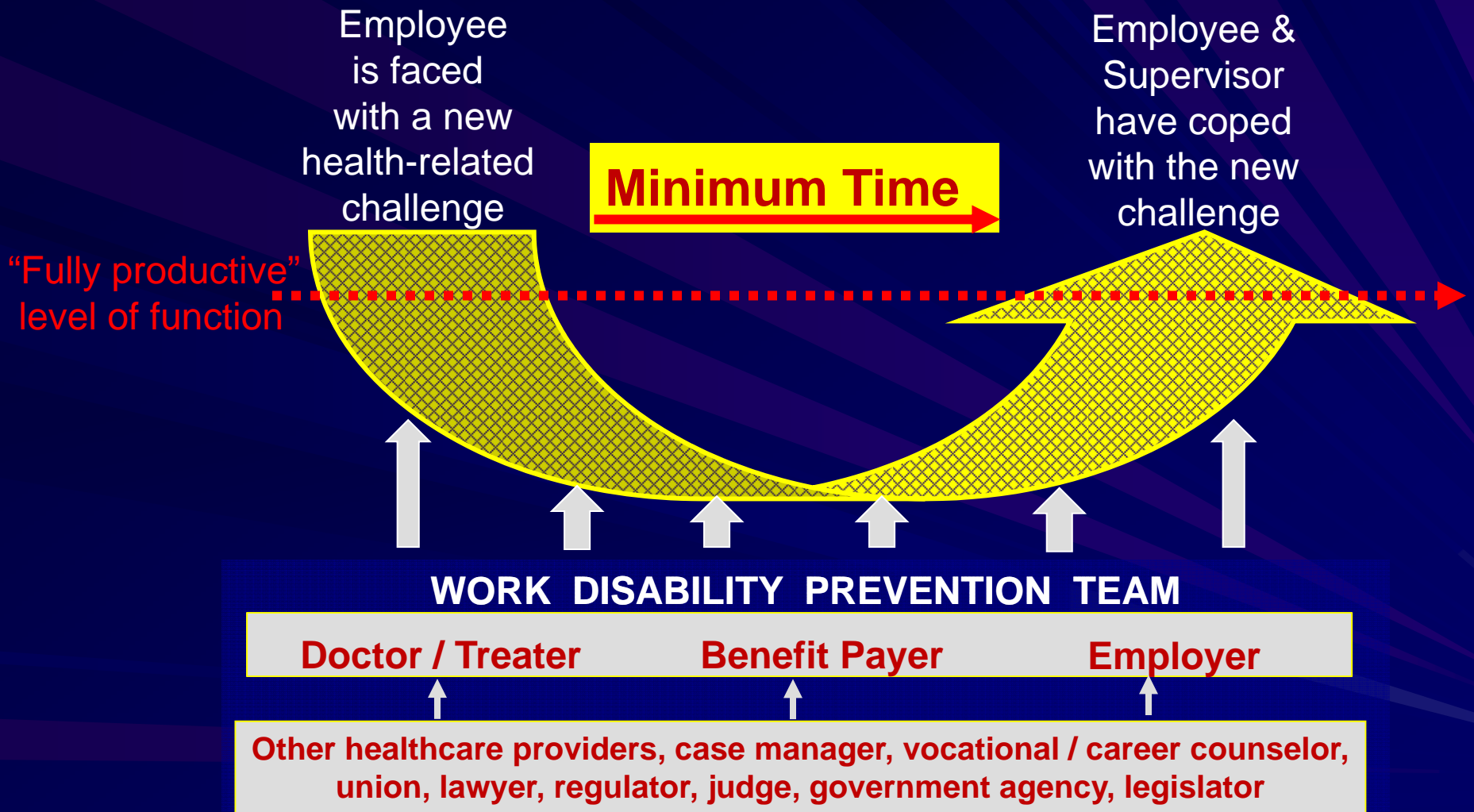


The New Model

- Shift the focus to the front end, Days 0 - 42.
- Ask whether work disability is really medically-required?
- If not, ask how can we avert it or foreshorten it?

- Consider the employer, doctor & insurer as a team.
- Build a shared picture of the situation.
- Ask: “How could we make it work?”

Work Disability Prevention Vision



Success = Both employee & supervisor feel supported – and outcomes improve



**A Grassroots
Multi-stakeholder
Social Movement**

The 60 Summits Concept

- Propagate the new model around N. America
- Offer ACOEM's ideas as a way to move disability & workers comp systems forward.
- Harness the pent-up energy of frustrated people of good will; use it as fuel.
- Convene workshops in 50 US states
+ 10 Canadian provinces = 60 Summits
- Use Summits to get people talking to each other, collaborating, in action; creating positive change

How Does 60 Summits Work?

- No central funding; supported locally by registration fees and sponsors
- Four phases
 1. Feasibility Session
 2. Planning Phase – affiliate or not
 3. Summit Workshop
 4. Follow-up action groups

Role WC Agencies Played in 60 Summits Events – 12 Jurisdictions

	NONE	ATTEND	PLAN	LEAD	FUND*	DRIVE
AZ		X				
BC		X	X	X	X	X
CA**		X	X		X	
FL		X	X			
MI		X	X			
MN		X				
MT		X	X		X	X
NM		X	X	X	X	X
ND		X	X	X	X	X
OH		X	X		X	
OR		X				
WI	X					

* = \$ or in-kind ** = CHSWC



Workshop Design

Attendees sit in multi-stakeholder groups:

- Learning about each other's perspective
- Building a shared positive vision for how the SAW / RTW process should go
- Focusing on a specific recommendation
- Deciding whether to implement it and how
- Making their own personal action plans

Progress to Date

- Incorporated as non-profit corporation
- 20 Summits already held:
 - Arizona, British Columbia, California, Florida, Indiana, Michigan, Minnesota, Montana (3), New Mexico, North Dakota (4), Ohio, Ontario, Oregon (2), Wisconsin
 - Two new groups just started
- Several action groups now at work

Reminder:

"Never doubt that a small group of committed people can change the world. Indeed, it is the only thing that ever has."

--Margaret Mead