



# Understanding Work-Related PTSD in the Minnesota Workers' Compensation System

SCHOOL OF  
**PUBLIC HEALTH**

UNIVERSITY OF MINNESOTA

# Purpose of this meeting

- Introduce the study team
  - Overview of
    - Study objectives
    - Approach
  - Potential opportunities for engagement
- \* *No data or preliminary results will be presented today*

# Study Team

Bruce H. Alexander, PhD<sup>1,2</sup>

Hyun Kim, ScD<sup>1,2</sup>

Zeke J. McKinney, MD, MHI, MPH, FACOEM<sup>1,2,3</sup>

Stephanie Hooker, PhD, MPH<sup>3,4</sup>

Andrew Ryan, MS<sup>1,2</sup>

Bridget Bender, LGSW<sup>1,2</sup>

*1: Division of Environmental Health Sciences, School of Public Health, University of Minnesota*

*2: Midwest Center for Occupational Health and Safety*

*3: HealthPartners Institute*

*4: Department of Family Medicine and Community Health, School of Medicine, University of Minnesota*

# Purpose of the Study

- To generate **scientific evidence** to *“identify systemic or regulatory changes to improve the experience and outcomes of employees with work-related PTSD”*


# Approach

- Systematic and scientific approaches
- Data driven
  - quantitative and qualitative
- Systematic reviews of current science
- Engaging stakeholders

# Status of PTSD Worker Comp claims in Minnesota

- Obtain and evaluate accessible de-identified data from the Department of Labor and Industry and other entities
- Assess how workers with PTSD are captured in the system and potential gaps
- Assess and compare claims that are accepted and rejected in the system
- Review the quality of available data for evaluating PTSD
- Summarize the limitations of the available data

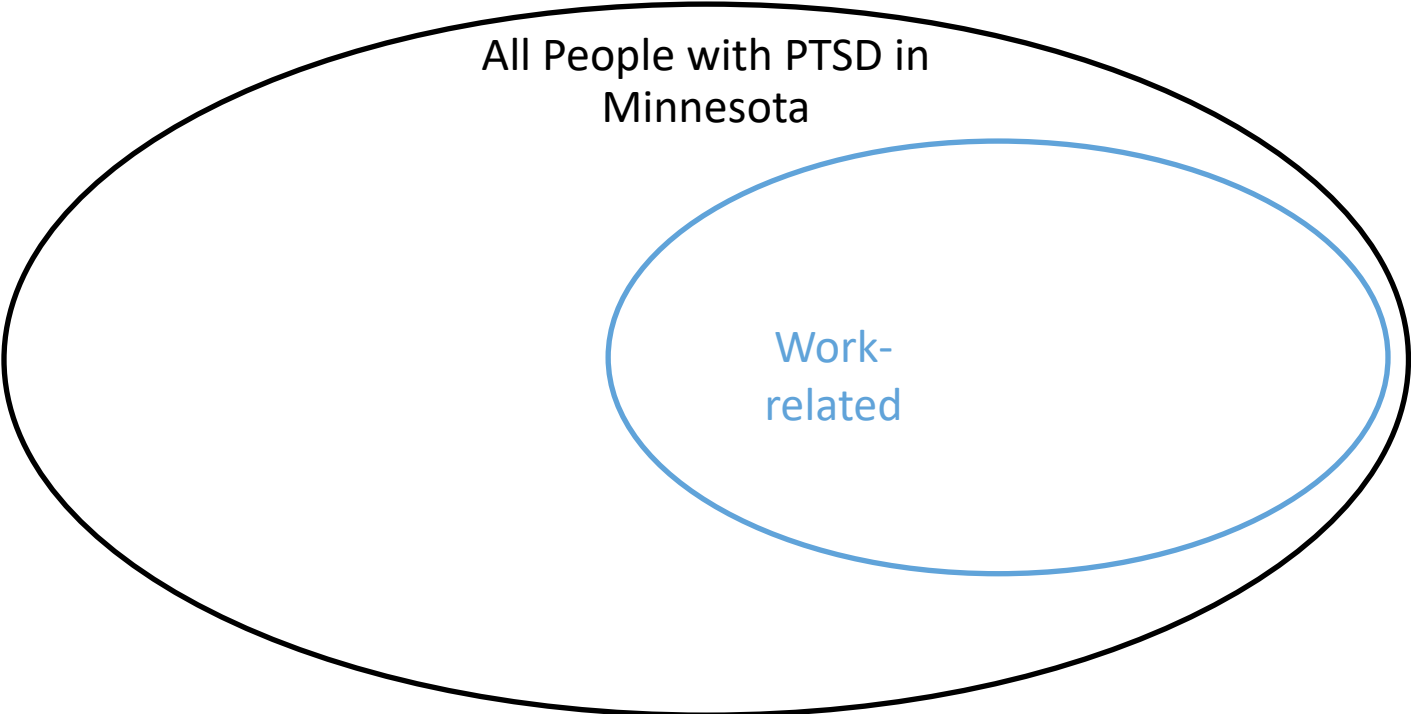
# PTSD in Minnesota



All People with PTSD in  
Minnesota

*Diagram for illustrative purposes and not based on relative numbers*

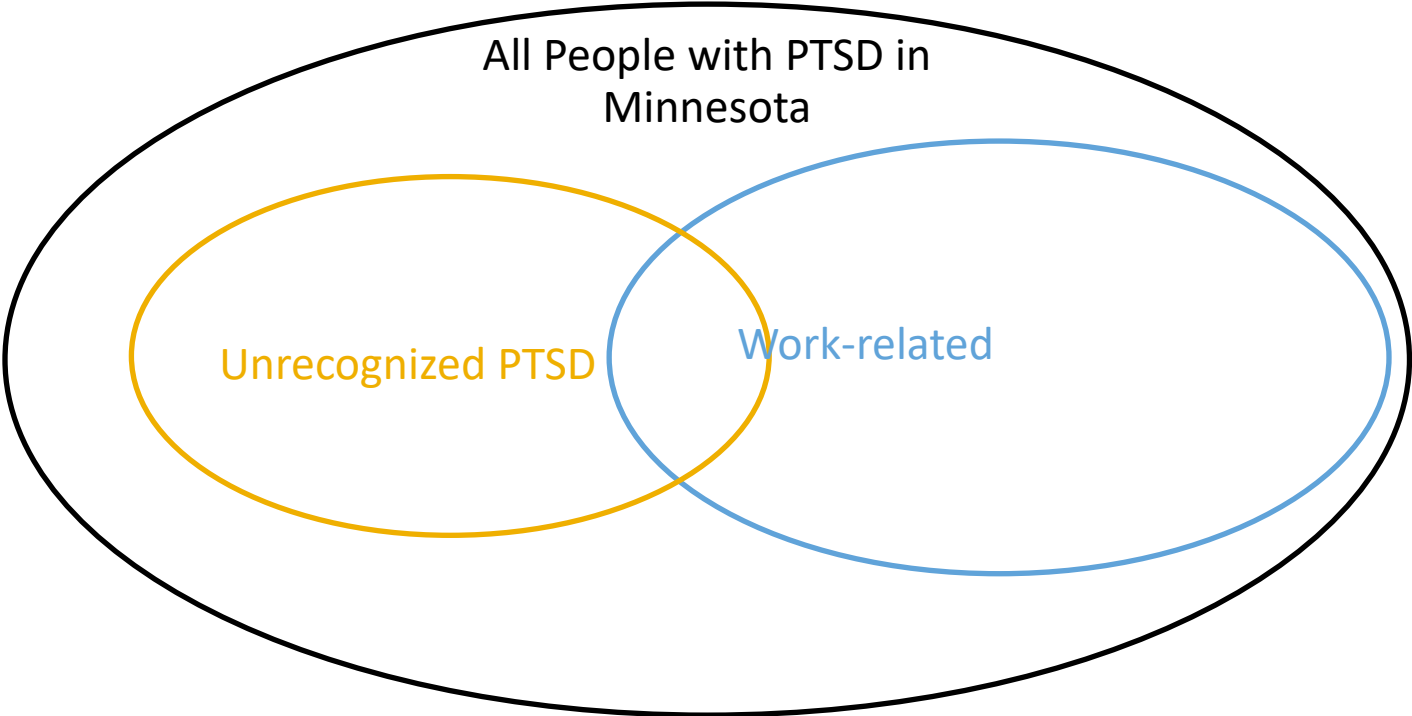
# PTSD in Minnesota



*Diagram for illustrative purposes and not based on relative numbers*

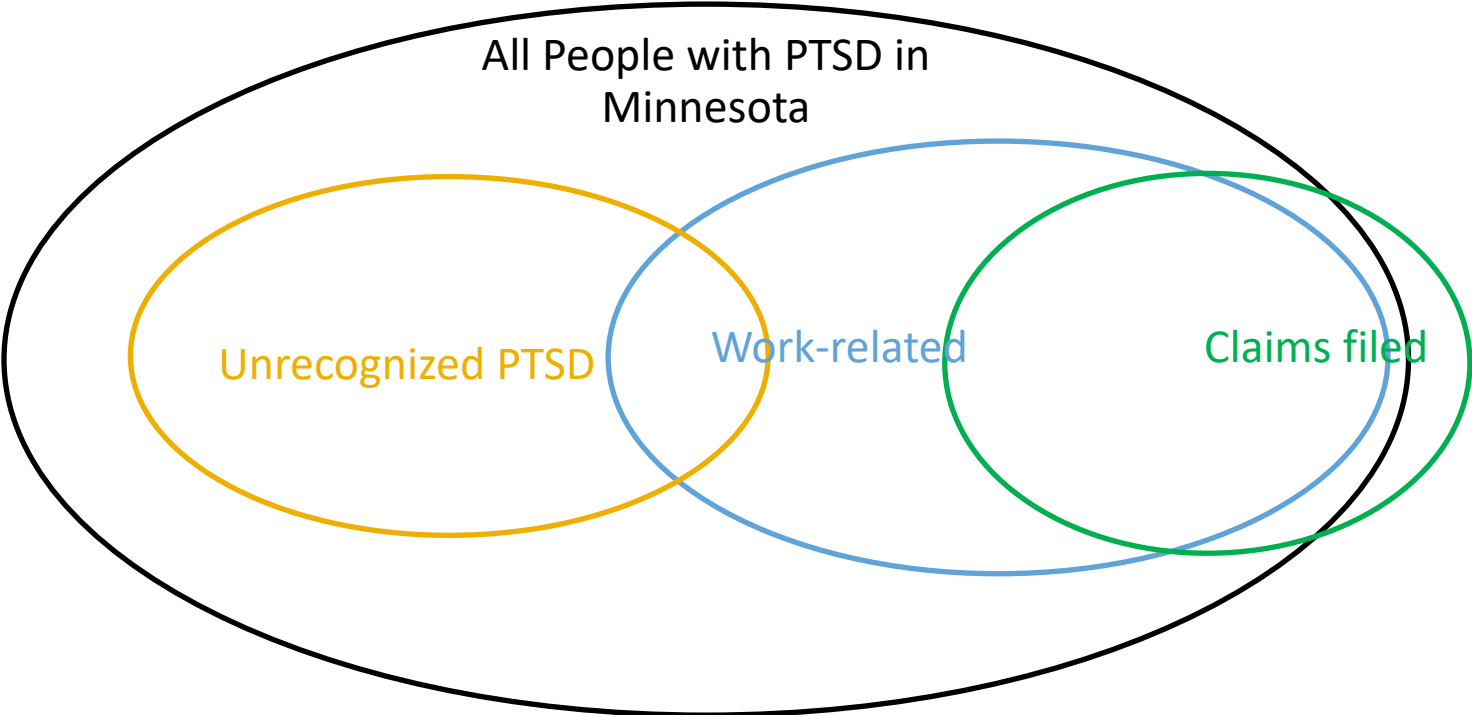


# PTSD in Minnesota



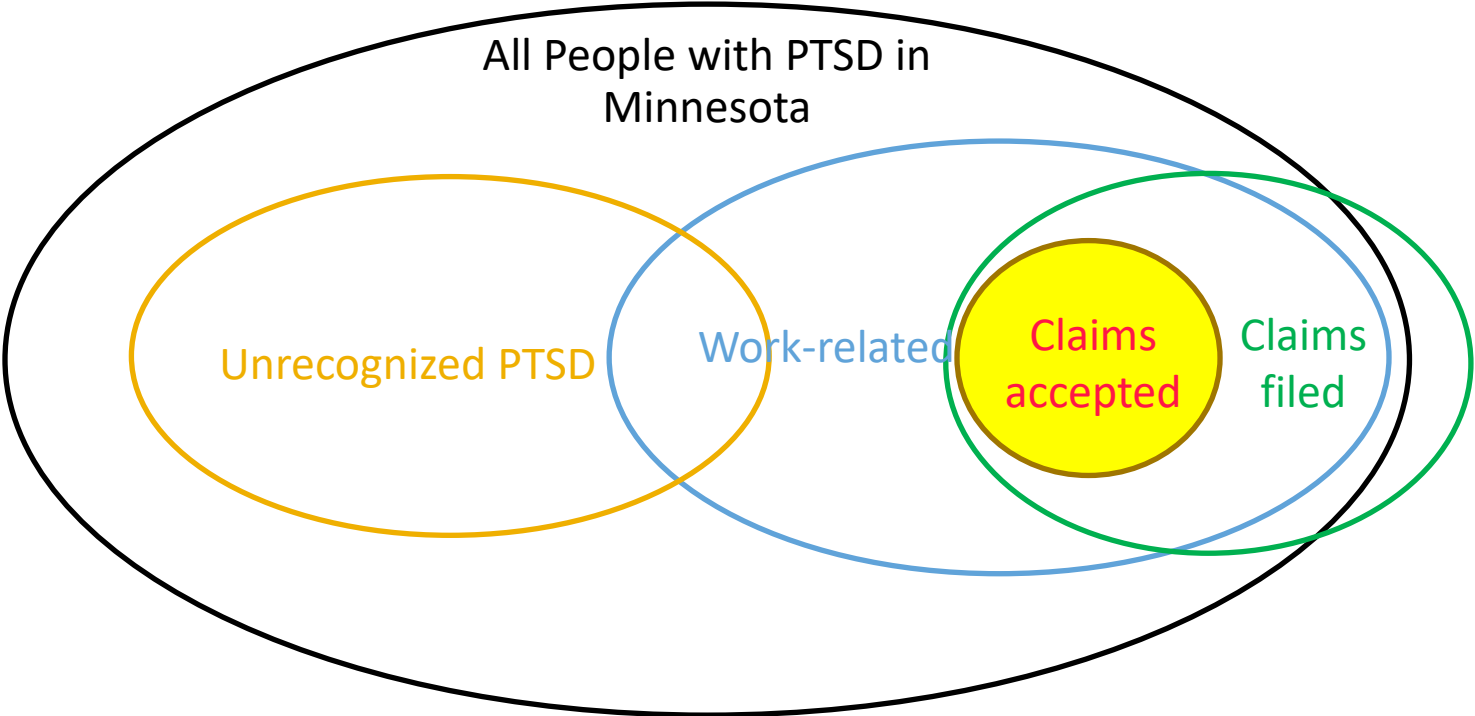
*Diagram for illustrative purposes and not based on relative numbers*

# PTSD in Minnesota



*Diagram for illustrative purposes and not based on relative numbers*

# PTSD in Minnesota



*Diagram for illustrative purposes and not based on relative numbers*

# Questions about the PTSD claims in Workers' Comp

- Which workers are affected?
  - *Age, gender, job title, job tenure, wage, etc.*
- Which occupations are involved?
  - *Presumption, non-presumption*
- What does the claim process look like?
  - *Claim accepted*
  - *Claim denied*
    - *Dispute filed*
    - *Dispute resolution*
  - *Claim timelines*
- How do PTSD claims differ from non-PTSD claims?

# Questions about the Medical Transactions Data and Other Treatment Data in Workers' Comp

- What is the average/median cost of treatment for a PTSD claim?
- Where are treatments provided for PTSD?
- How many treatments per PTSD claim?
- How many weeks from the date of diagnosis to the last treatment?
- How do these treatment descriptors differ between PTSD and non-PTSD claims?

# Definition of PTSD and occupations under rebuttable presumption in Minnesota statutes

- Compare definitions to other jurisdictions, e.g., other states
  - *What is and is not covered as PTSD*
  - *Occupations under presumption*
- Consider occupations under presumption and recommend updates or clarifications

# Evidence-based methods and best practices for early detection and treatment of PTSD

- Review of literature to identify evidence-based detection and treatments for PTSD
- Compare findings to current treatments for PTSD eligible for reimbursement under workers' compensation in Minnesota
- Compare treatments used in other jurisdictions to Minnesota

# Delivery of mental health wellness training and employee assistance programs related to PTSD

- Review approaches to the delivery of these programs in different settings
- Review outcomes and cost considerations
- Identify areas for improved evaluation



# Prevention of PTSD and facilitating return-to-work for employees with work-related PTSD

- Review prevention programs in different settings
- Review outcomes and costs
- Identify areas for improved evaluation

# Engage other state agencies and entities as needed for assistance with data and policy clarifications

- Minnesota Department of Labor and Industry
- Other MN agencies
- Washington State Department of Labor and Industries
- Other data resources
- Interested parties and individuals

# Opportunities for public input: *to be initiated in the next several months*

- Assessment of programs pertaining to training, employee assistance, prevention, and return to work.
- Focus groups or key-informant interviews
  - *Workers and representatives*
  - *Employers*
  - *Health providers*
  - *Insurance*
  - *Others*
- To participate, visit DLI's PTSD study webpage and submit the WC PTSD Policy form [www.dli.mn.gov/business/workers-compensation/post-traumatic-stress-disorder-study](http://www.dli.mn.gov/business/workers-compensation/post-traumatic-stress-disorder-study)



# Questions