



MAINE CENTER for Public Health

TO: Maine Worksite Wellness Initiative (MWWI) 2009-10 members
FR: R.H. Ross, convener
DA: 1 March 2010
RE: 2009-10 MWWI Meeting 3, January 14, 2010, 2:30-4:00pm, Cianbro Corporation, Pittsfield, ME 04967

Present: Algozzine, Allumbaugh, Antonucci, Bubar, Catlett, DiPasquale, Downing, Laliberte, Leonard, McPeck, Olson, Primmerman, Ross, Spaulding (apologies for any, unintended, omission). **Special thanks:** Rita Bubar for hosting us at Cianbro and for providing such a congenial conference room and array of healthy snacks.

- 1. Roundtable.** Tom Algozzine described a 5-question Population COPD Screener he is developing and using in conjunction with workplace Spirometry testing he is doing with Frank Johnson, Executive Director of the Maine State Employees Health Insurance Program (see attachments to this Write-up). Joel Allumbaugh described efforts in the Maine Legislature to create tax credits for small companies in Maine. Bob Ross described the RWJF/Pew Health Impact Project 2009-10 Call for Proposals at <http://www.rwjf.org/files/applications/cfp/cfphealthimpactproject2009.pdf> and his intention to identify a Maine Business Park with which to submit a LOI proposing to co-conduct a Health Impact Assessment for a counter-obesogenic park development plan. Members are invited to follow-up as interested.
- 2. Briefing:** Debra Lerner, <http://160.109.101.132/icrhps/faculty/facultypages/LernerDebraJ.asp>, briefed the group on the nature and scope of depression in the workplace and what we know now about intervention best practice. She defined health and productivity improvement (strategies undertaken to prevent, reduce or otherwise manage the adverse effects of a population's health problems on its work performance and productivity); identified two components of productivity loss (presenteeism, absenteeism) and identified the respective instruments by which these may be measured (Work Limitations Questionnaire/WLQ and Time Loss Index); characterized two of the WLQ's four scales (time management, output) and explained three levels of outcome the WLQ yields as a pre/post measure (summary score: % productivity loss/gain, job level: % time with impaired job performance, % time with impaired task performance, e.g. output); defined and situated depression (major d, minor d, bipolar disorder, dysthymic disorder) as a significant contributor to productivity loss and described her 2000-2004 NIMH "Health and Work Study" (reported at Lerner D, Adler DA, Rogers WH, Chang H, Lapitsky L, McLaughlin T, Reed J. Work performance of employees with depression: the impact of work stressors. Am J Health Promot. 2010 Jan-Feb;24(3):205-13) which used the WLQ to establish the impact of depression on unemployment/ employment, job retention/turnover, absenteeism, and presenteeism (conclusion: multiple dimensions of job performance are impaired by depression, more so than other common illnesses; impaired performance persists despite symptom improvement; additional efforts are needed to reduce work impairment secondary to depression); and introduced her subsequent WLQ-equipped EAP-driven "Work and Health Initiative" (WHI) three-part (medical care coordination, self-help using cognitive behavioral therapy, work coaching two-site (aeronautics manufacturer, Maine state government w/ Bill McPeck) intervention study (conclusion: depression's large human and economic burdens were reduced with the WHI; the WHI improved employees' depressive symptoms and work productivity; the technology exists to measure the impact of depression and other conditions on workplace functioning; the impact of depression on functioning remains among the highest of all medical conditions).
- 3. Presentation:** Susan Olson, Executive Director, WorkMed, Rehab Services and Prevention and Wellness, St. Mary's Regional Medical Center, Lewiston employed a limited amount of time nicely to describe how evaluation and depression management figures into WorkMed's Comprehensive Recovery Program, based as it is on an on-premise pilot study (J. Torre, MD, P.I.) which enrolled 100 patients with low back pain.

Meeting 4 of the 2009-10 MWWI will be February 25, 2010, 3:00-4:30pm at the Maine Center. Bob Ross will brief the group on an environmental, Larry Catlett will present on the individual, approach to worksite wellness. One Weston Court, Suite 109, Augusta, Maine 04330 • T 207.629.9272 • F 207.629.9277 • www.mcph.org