



Pain-Free Workplaces are Key to our Future

CHET BRANDON, CSP, CHMM
OSHU PAIN AT WORK CONFERENCE
MAY 30, 2018



The Pain Epidemic at Work

Pain is Pervasive in America

- Approximately 100 million adult Americans suffer chronic pain (**1/3 of all Americans**).
- The national economic cost is estimated at \$560-\$635 billion annually (**approx. \$2,000 for every U.S. Citizen**).

Ref: Pizzo, 2011



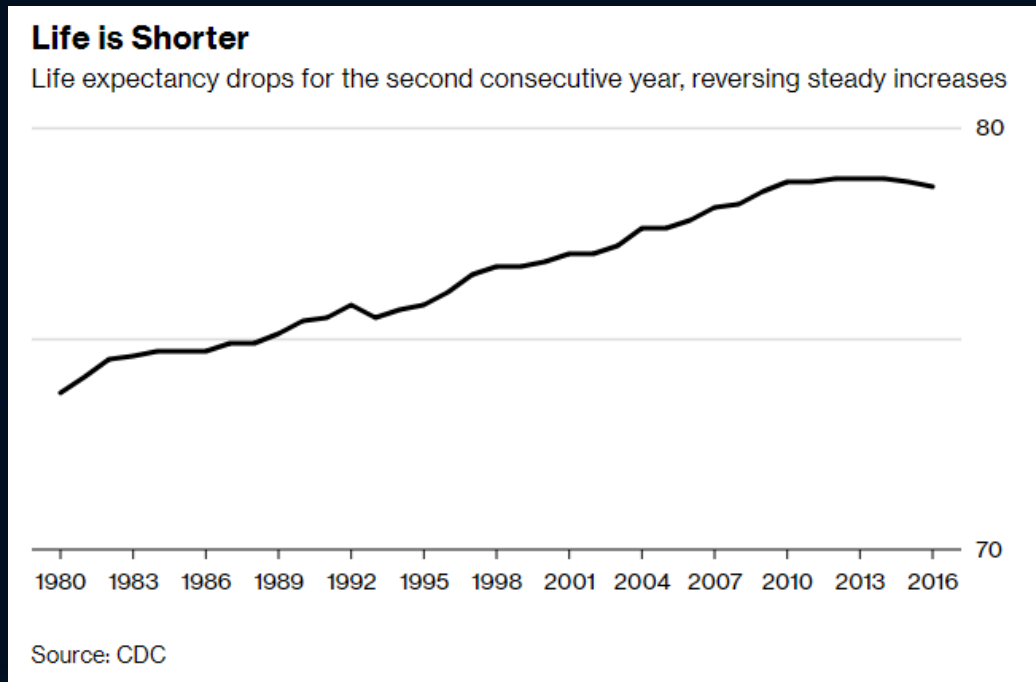
Where the Pain Comes From

- Musculoskeletal conditions are the leading causes of disability in people during their working years (National Institute of Medicine, 1987).
- Pain's occurrence, severity, duration, response to treatment, and disabling consequences vary from person to person and has profound emotional and cognitive effects.
- Opioids have proven to be a poor control for this epidemic.



Life Expectancy Has Risen Dramatically

- Life Expectancy has been steadily rising for nearly 200 years.
- Opioids have created the small dip in the last two years

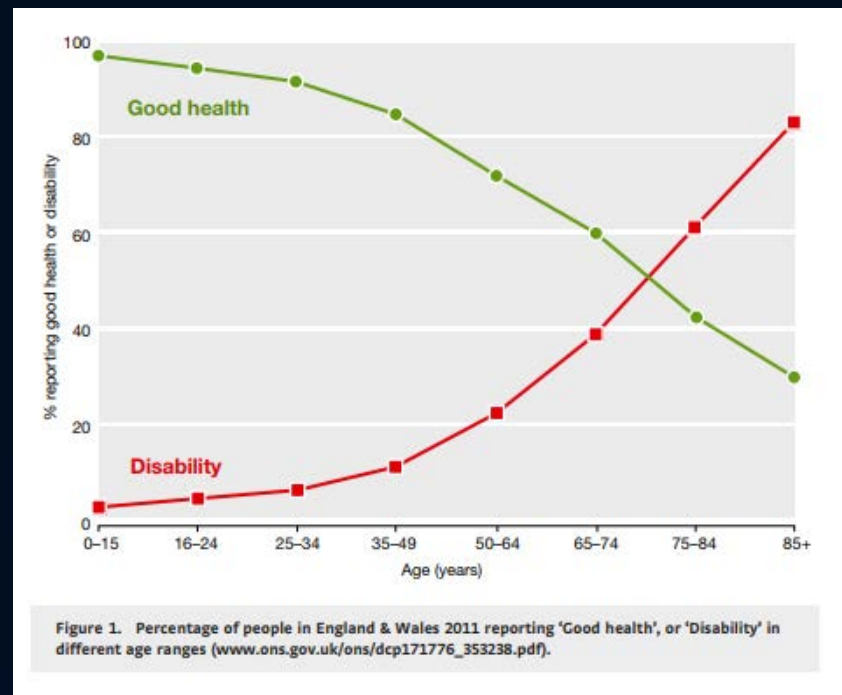


Ref: Tozzi, 2017

Quality of Life Vs. Longevity

- We are living longer
- But the quality of life is not improving in step
- A focus on prevention earlier is needed

Ref: Brown, 2015

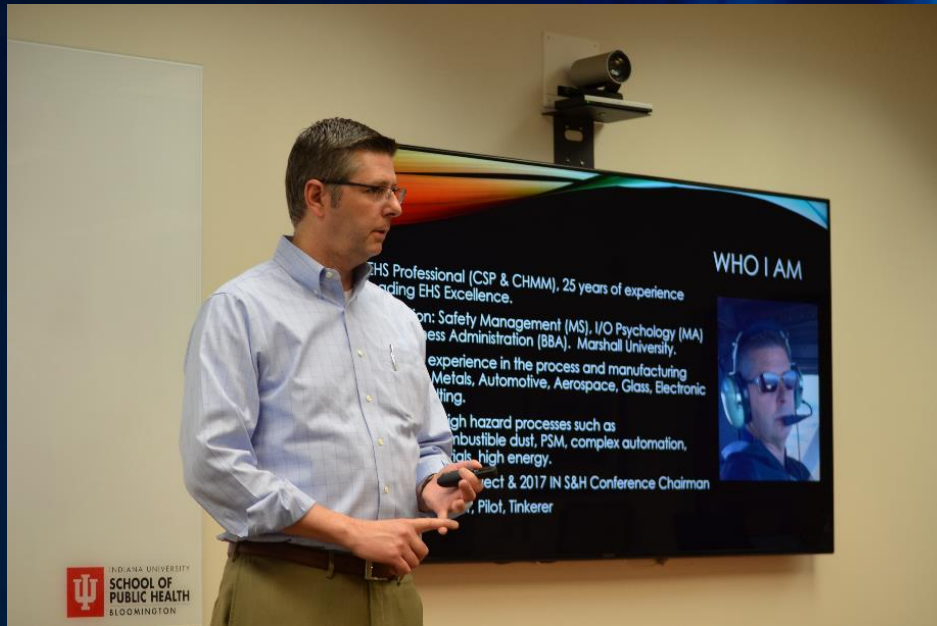


Improvement of Pain in America

The Path forward:

- Improved methods today for recovery from pain causing conditions.
- An aggressive focus on maintaining healthy life style (maximizing well-being).





A Career's Worth of Lessons

MY EXPERIENCE SHAPES MY VISION



My Background

- EHS Professional (CSP & CHMM), 25+ years of experience leading EHS Excellence.
- Education: Safety Management (MS), I/O Psychology (MA) and Business Administration (BBA). Marshall University.
- Extensive experience in the process and manufacturing industries: Metals, Automotive, Aerospace, Glass, Electronics, Occupational Medicine and Consulting.
- Expertise in high hazard processes such as explosive/combustible dust, PSM, complex automation, molten materials, high energy.
- CIASSE President & Region VII Deputy Regional Vice President
- Husband, Father, Pilot, Tinkerer





A Balanced View

- Current roles:
 - Vice President of Operations for ATI Worksite Solutions
 - Nearly 300 healthcare providers working across a large range of occupational sectors.
 - Corporate Safety Officer for ATI Holdings
 - The largest employer of musculoskeletal health professionals in the world: PT, Home Health, Sports Med, Occ Med & Injury Prevention





The Future of Work

Historic Opportunity to Improve People's Lives

- The 21st Century has already brought tremendous change to our lives.
- And more change is coming...
- Can we direct it for the betterment of human kind?



Where Are We Today?

Regarding the American Workplace:

- Great success in reducing traumatic injuries.
 - Significant improvement of environmental conditions through emission reduction.
 - Deteriorating job and career satisfaction.
 - Deteriorating health of population.
-
- **But will the methods that worked in the 20th Century be successful in the 21st?**

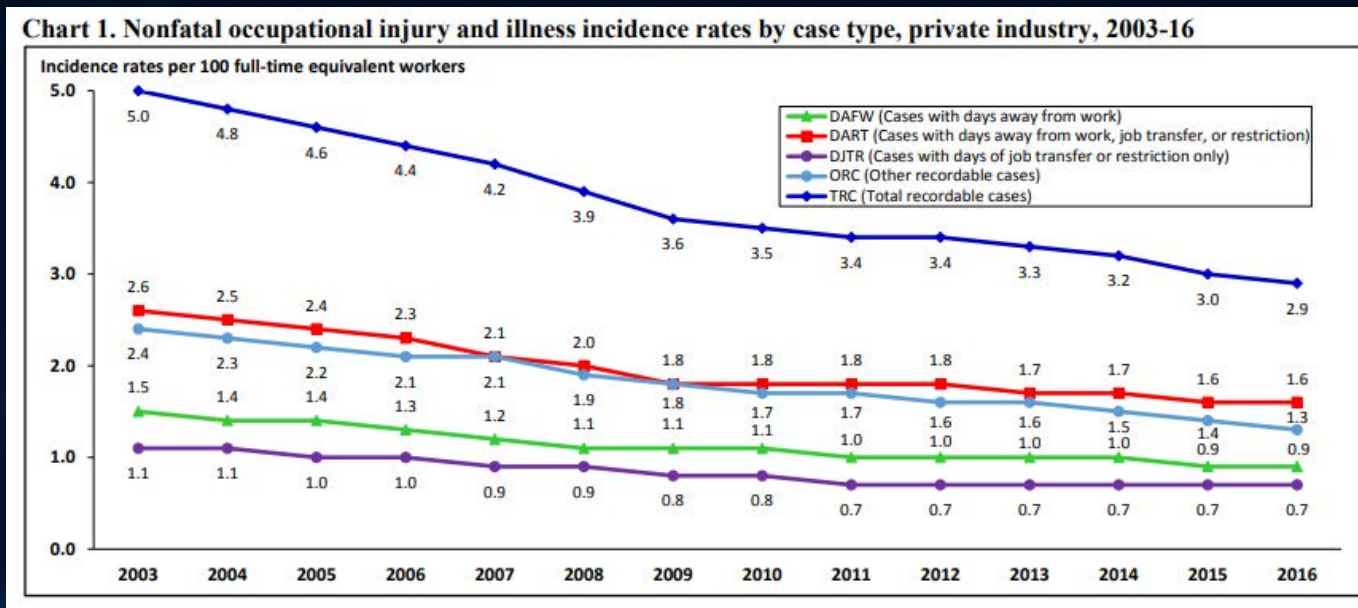


Gallup Survey: The State of the American Workplace

- Workers surveyed are rejecting with the way they are managed or told to work.
- A revolt is occurring against the conventional corporate structures that exist today.
- Leadership has to wake up to the demands of their employees if they hope to attract and retain great talent in the 21st century.
- This is not the end of management and hierarchy, rather it's a shift where companies involve the workforce in the design and maintenance of an organizational culture.
- Flexibility in the workplace is a recurring desire of employees. People want the ability to choose where they work, how they work, and what they get to work on.

Ref: Gallop, 2017

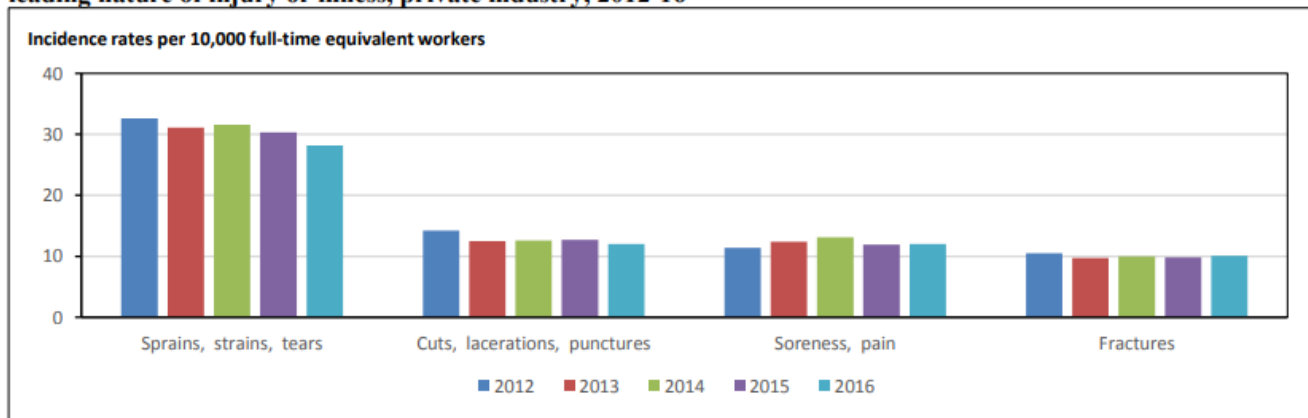
Injury Reduction is slowing



Ref: BLS, 2016

MSDs Remain the Leading Cause of Injury

Chart 4. Nonfatal occupational injury and illness incidence rates for days-away-from-work cases in manufacturing by leading nature of injury or illness, private industry, 2012-16



Ref: BLS, 2016

Mega Trends Shaping the Future of Work

- New Behaviors (Collaborate & Share)
- Technologies (Cloud, Big Data, AI)
- Millennials (Connect & Collaborate)
- Mobility (Connect from anywhere)
- Globalization (Boundary less)



Work is Changing

New directions in:

- Who works
- The way we work
- The time we work
- The place we work
- The expectations we have of our work
- From things to people





Why Total Worker Health Matters

People's Expectations have Changed

- Millennials expect a better world including work.
- Our current work methods are not sustainable.
- We deserve a better future.



New Ways of Thinking

- "... to stay ahead, you need to focus on your ability to continuously adapt, engage with others in that process, and most importantly retain your core sense of identity and values."
- "...we should remember that intellectual complacency is not our friend and that learning – not just new things but new ways of thinking – is a life-long endeavor."

Ref: Brown, et al., 2017

-- Blair Sheppard, PwC



We Can Change Work for the Better

- Safety and allied professionals know how to change the environment in workplaces.
- We have strong results to prove it.
- We have ushered in the Culture of Safety.
- We must know join with others to bring to life the Culture of Health in our workplaces and beyond.



A Call to Action

- Embrace health and well-being as legitimate business and social goals.
- Eliminate the silos and integrate Health and Safety.
- Endorse Corporate Social Responsibility as a “Must Have”.
- **Begin today the journey together.**



Action
Changes
Things



Final Thoughts

Dream with Me...

- Employers embrace the need to be socially responsible with sustainable business practices.
- Employees are measured on performance and contribution.
- The built environment and social norms encourage health.
- Prevention of conditions and well-being are the focus.
- People live longer, healthier more satisfied lives.



Art by [Michael Sorkin](#)

The Ambulance Down in the Valley

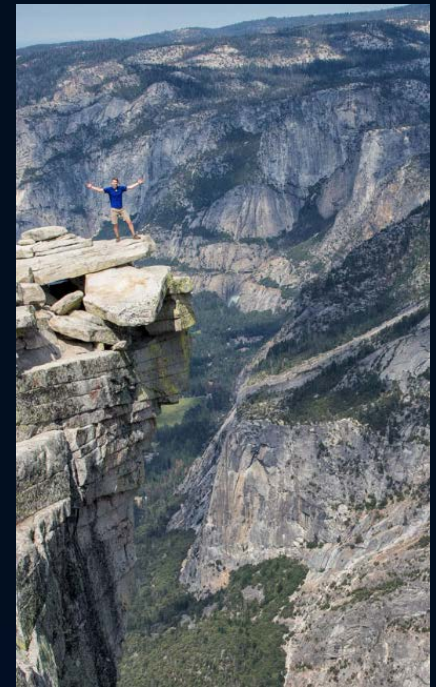
...Better guide well the young than reclaim them when old,
For the voice of true wisdom is calling.

"To rescue the fallen is good, but 'tis best
To prevent other people from falling."

Better close up the source of temptation and crime
Than deliver from dungeon or galley;

Better put a strong fence 'round the top of the cliff
Than an ambulance down in the valley.

-- Joseph Malins (1895)



References

- Brown, Justin., et al., (2017). Workforce of the future: The competing forces shaping 2030. PwC. Retrieved on-line at: <https://www.pwc.com/gx/en/services/people-organisation/workforce-of-the-future/workforce-of-the-future-the-competing-forces-shaping-2030-pwc.pdf>
- Brown, Guy C. (2015) "Living too long: The current focus of medical research on increasing the quantity, rather than the quality, of life is damaging our health and harming the economy." EMBO reports 16.2 (2015): 137-141.
- Bureau of Labor Statistics. (2017). EMPLOYER-REPORTED WORKPLACE INJURIES AND ILLNESSES – 2016, News Release. Retrieved on-line at: <https://www.bls.gov/news.release/pdf/osh.pdf>.
- Gallop, (2017). Gallop Report: State of the American Workplace. Gallop Inc., Retrieved on-line at: <http://news.gallup.com/reports/199961/7.aspx#aspnetForm>
- Institute of Medicine (US). (1987). Committee on Pain, and Chronic Illness Behavior. Pain and disability: Clinical, behavioral, and public policy perspectives. National Academies Press, 1987.
- Morgan, Jacob. (2014). The future of work: Attract new talent, build better leaders, and create a competitive organization. John Wiley & Sons.
- Pizzo, P., et al. (2011). "Relieving Pain in America: A Blueprint for Transforming Prevention, Care." Education, and Research. Institute of Medicine.
- Tozzi, J. (2017). U.S. Life Expectancy Drops Again Amid Opioid Crisis. Bloomberg. Retrieved on-line at: <https://www.bloomberg.com/news/articles/2017-12-21/u-s-life-expectancy-drops-for-second-year-amid-opioid-crisis>