

Collaboration Between a Disability Management Program and Clinical Pharmacists to Improve the Health and Work Attendance of Employees with Migraines.

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Migraine

- A disabling chronic disease
- Often underdiagnosed, misdiagnosed and mistreated
 - 38% with migraine and 75% with frequent and severe headaches have not sought medical treatment for their conditions¹
- Incidence
 - 3x more common in women
 - ~3.4 million Canadian adults²

¹ B Gifford, 2013

² B O'Brien, 1994



Migraine

- Workplace impacts
 - Health care costs and lost productivity
 - \$500 million annually (Canada) ¹
 - +\$20 billion annually (US) ²
- Employees with a history of migraine
 - Double the absenteeism vs peers without migraine.
 - Comparable absenteeism when not having an episode of migraine.³
- Employees and employers benefit when employees effectively manage their migraines.

¹ WJ Becker et al, 2010; Headachehelp.org

² E. Hazard et al, 2009

³ R. Loeppke et al, 2003



a place of mind

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Taking the pain out of waiting

Media Release | January 14, 2015

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The UBC Pharmacists Clinic is helping ease headache sufferers' pain.

UBC Pharmacists Clinic helps headache sufferers find relief before

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Objective

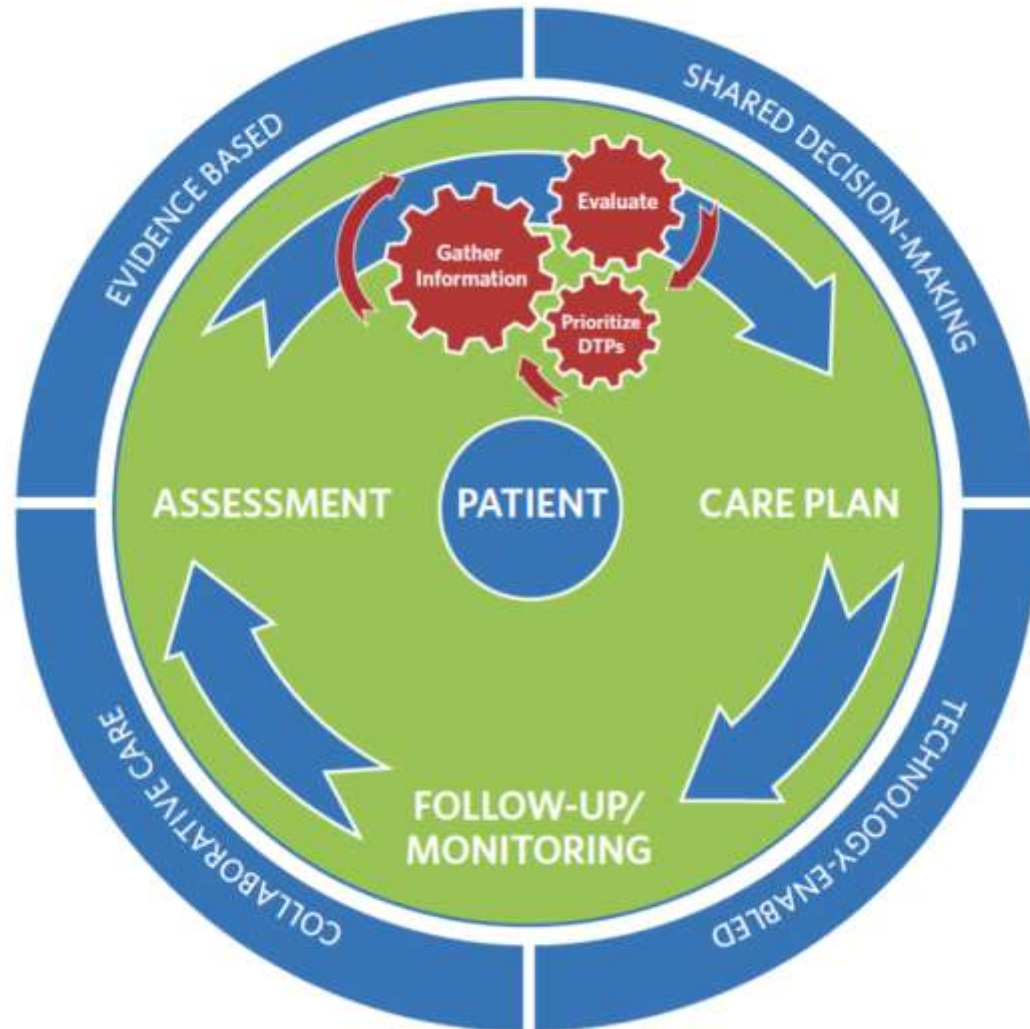
- Partnership between Fraser Health Disability Management (FHDM) and UBC Pharmacists Clinic (PC) to:

Improve migraine control, wellbeing and work attendance for employees of Fraser Health Authority (FHA) through a pharmacist-led health intervention.

Approach

- FHDM offered employees with migraines a referral to the PC
- Expert pharmacists worked 1:1 with employees
 - fulsome medication review, questions and answers, improved employee understanding, identified and resolved drug therapy problems
 - provided recommendations on lifestyle, drug therapy and supplements to care team to optimize drug therapy outcomes
 - service complemented (did not replace) care from usual physician and local community pharmacist

Comprehensive Medication Management



Data Collection

Employee feedback survey

Analysis of FHDM absenteeism statistics

Referrals

- April 2016 - September 2017

	Count
Referrals	56
Didn't attend *	6
Total Attended	50

*Cancelled by employee (2), no longer an employee (3), on LTD (1)

Referral Demographics

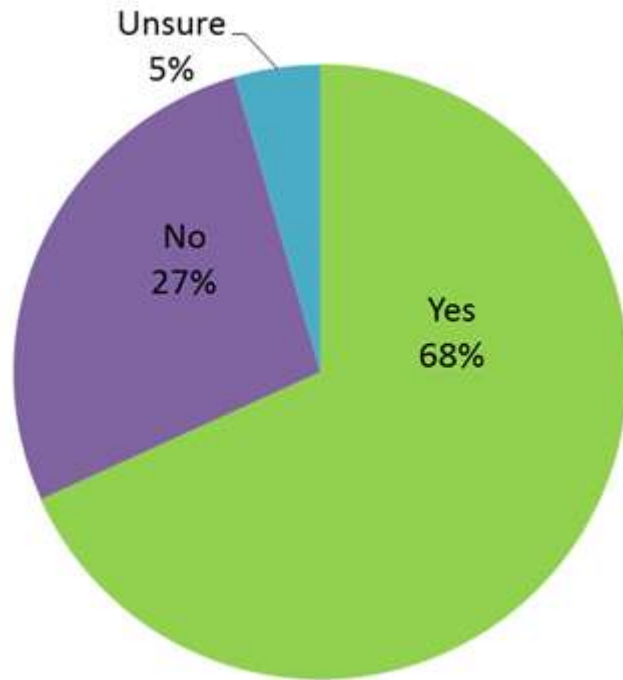
- N = 50
- Female = 94%, Male = 6%
- Average = 42 years
(median and mode = 41 years)

Age (years)	Total
Up to 29	7
30 - 39	14
40 - 49	17
50 - 59	10
60 +	2

Employee Feedback Survey

23 responses (46% response rate)

I received sufficient information about the service beforehand



n = 23

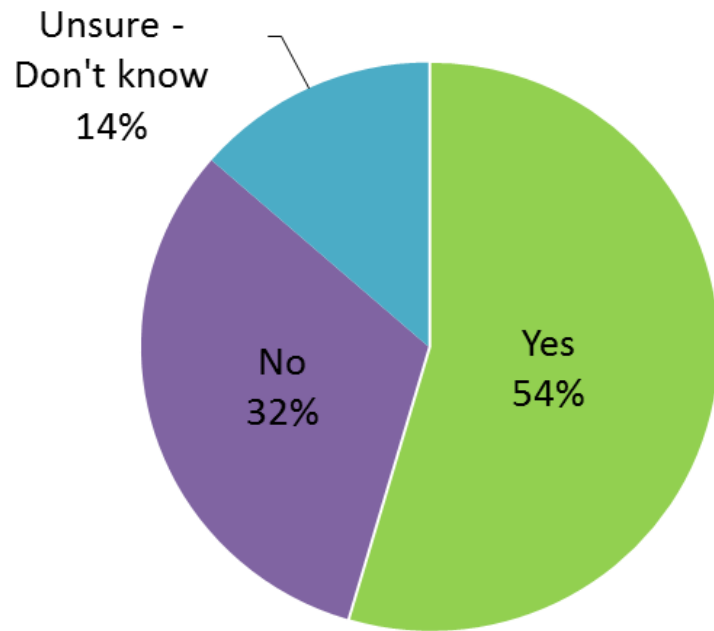
“I was not given any information about what the clinic would do for me.”

“It was not the Headache clinic I was referred specifically, rather the Pharmacy Clinic Initially.”

“Very useful to have a medication review with a pharmacist, especially considering the wait to see a neurologist. “

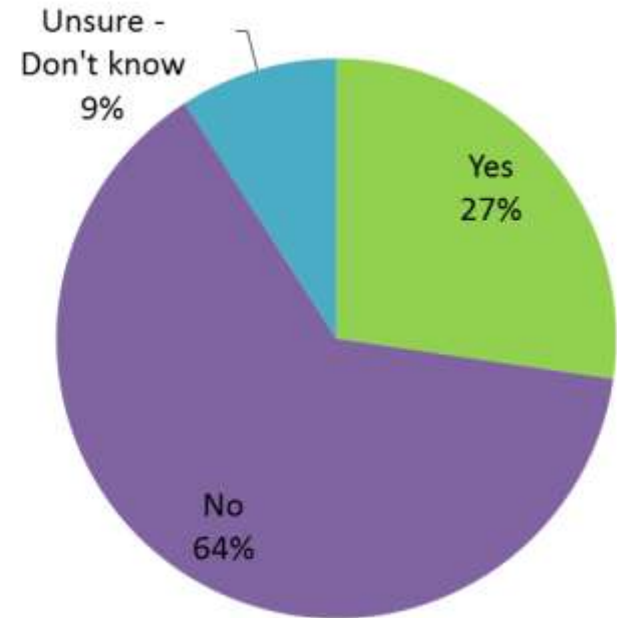
“At first wasn't entirely sure of what the clinic would do for me.”

I reviewed the PC report
with my family doctor

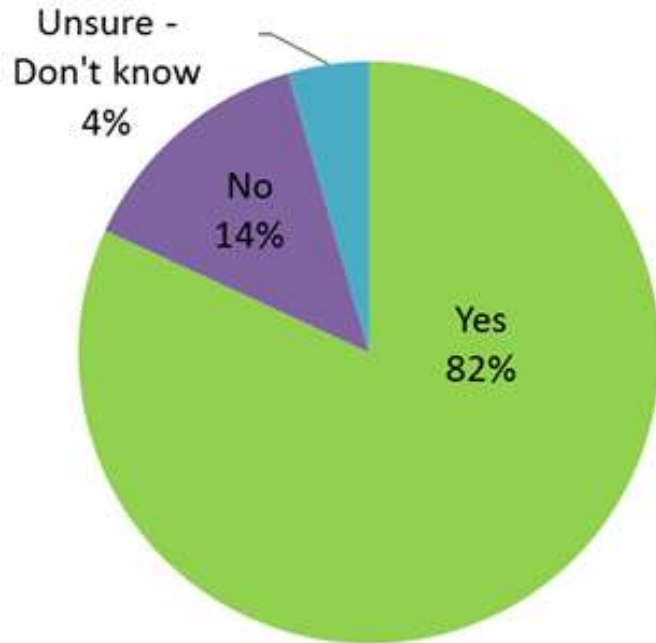


n = 23

My family doctor
changed my
treatment plan



I tried some or all PC recommendations myself



n = 23

“Always willing to try something to avoid or reduce a headache.”

“I continue to take the Magnesium citrate and B2 recommended.”

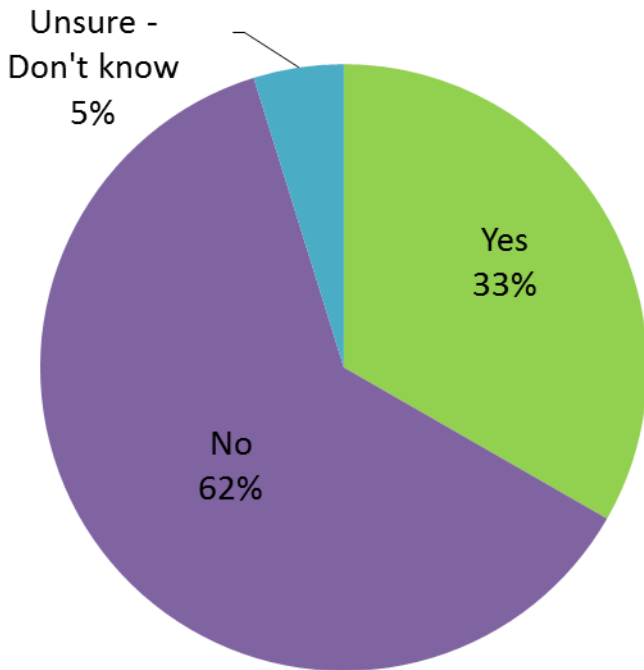
“I found this clinic very helpful. I tried most of their recommendations.”

“No. I did not like the recommendation. She suggested me taking a pill daily and loading me up on medication. I do not support medication and prefer natural treatments.”

“Preventative medication was recommended but I cannot tolerate the drug prescribed.”

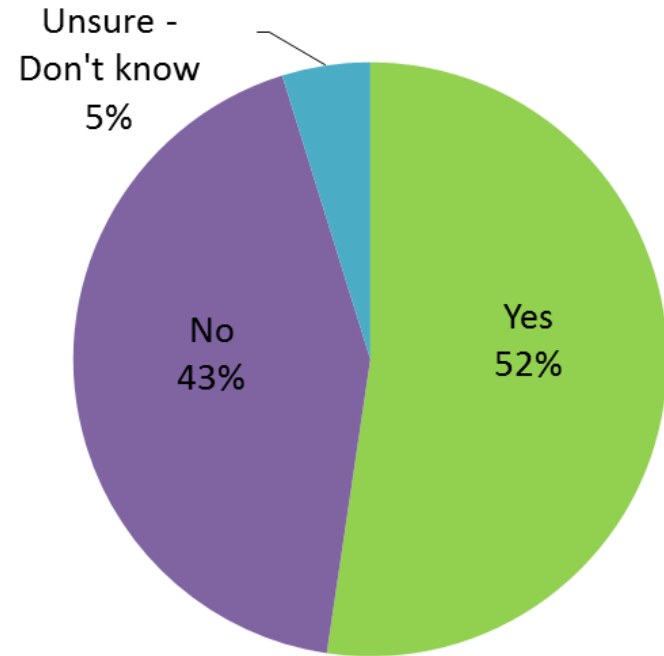
“Recommendations did help with some of the migraine circumstances.”

Condition has improved since I attended the PC

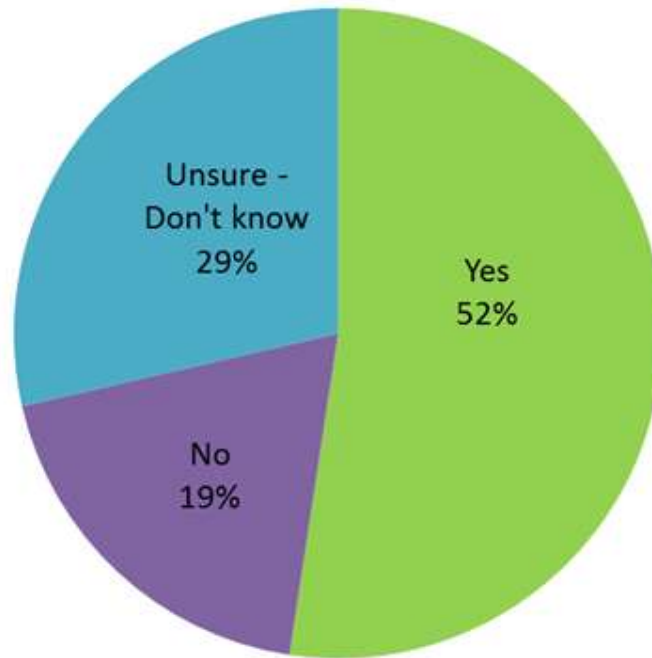


n = 23

Attending the PC had a positive impact on my health



Would you recommend this service to co-workers or friends?



n = 23

“Didn't work for me because of my history of migraines. However, would be worth trying for others. Very pleasant staff. Glad I tried.”

“I appreciated the time... and the follow up phone call with the pharmacist.”

“I found this clinic the best thing that I've tried since getting the migraines. I taught me how to keep track and how to see what could be the onset of a migraine and treat it without medication.”

“Just because the Clinic did not work for me does not mean someone else may not benefit from it. The information about limiting the number of days Tylenol and Advil are taken in a month was good advice.”

“The changes suggested by the Clinic lessened the severity & occurrence. However, the biggest factor... has been the diagnosis from my GP of sleep apnea & a sluggish thyroid. I am now on a CPAP machine & thyroid meds. I am still under the UBC clinic... At [my next appointment], my Pharmacist...is looking to start reducing my medications.”

“The frequency of my migraines is the same. I have learned how to manage them better. I've had a small improvement.”

Attendance Analysis

45 eligible employees

Eligible for Current Analysis

- Attendance data 6 months pre and post UBC appointment
- Post appointment data not impacted by absences due to different events longer than 6 months
 - e.g., MVA, work accidents or non related acute conditions
- If a short single event (acute sick leave unrelated to current condition) occurred within the first 6 months post appointment, data from months 7-12 post appointment was used in the analysis.

Change in Absenteeism

- All cases (n = 45)

Absenteeism Rate	Value (%)
Prior to attending PC	18.06
After attending PC	14.14
Absolute reduction in absenteeism rate	3.9*

* relative reduction compared to baseline = 22%

Change in Absenteeism by Age

- N = 45

Age (years)	Employees (#)	Pre (%)	Post (%)	Absolute Change	Relative Change*
Up to 29	7	7.95	7.55	- 0.40	- 5.05
30 - 39	14	29.10	20.77	- 8.33	- 28.62
40 - 49	13	9.49	10.13	+ 0.64	+ 6.78
50 - 59	9	11.45	7.10	- 4.35	- 37.99
60 +	2	28.40	26.35	- 2.06	- 7.24

* expressed as a % of the pre value

Sub Analysis of Age 40-49 Years

	Employees (#)	Follow-up (months)	Pre (%)	Post (%)	Absolute Change	Relative Change ^a
All	13	6	9.49	10.13	+ 0.64	+ 6.78
Sub-group ^b	11	12	8.44	6.78	- 1.66	- 19.67

^a expressed as a % of the pre value

^b 2 employees did not qualify for extended follow-up (off work for different reasons)

Learnings

- Employees benefit from access to expert pharmacists
 - Improved self-care, self-management and advocating for self
 - Prevention and lifestyle strategies
 - Optimal drug therapy outcomes
- Employer benefits from positive impact on employee attendance

Conclusion

- Adding clinical pharmacist services to the care of employees with migraine improves health and reduces absenteeism

Questions

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