**Objective**

Determine the economic impact of bipolar disorder from an employer’s perspective.

**Methods**

**Data Sources**

- The database consisted of 230,001 employees who had medical and prescription drug coverage and were employed at several large US-based employers in retail, service, manufacturing, and financial industries.

**Data Analysis**

- Cost outcome variables examined were not normally distributed, had extreme outliers, did not have balanced sample sizes, and did not have constant variances.
- Separate regression analyses were run for each of the cost outcome variables. In each case, the regression models controlled for the impact of other confounding factors, including age, sex, region, marital status, smoking status, full-time/part-time status, salary, and region as defined by the first digit of the employee's ZIP code.

**Results**

**Employee Characteristics**

- Bipolar disorder cohort: a diagnosis of bipolar disorder, based on criteria stipulated in International Classification of Disorders, Ninth Revision. The index date is the first date of the employee's first diagnosis of bipolar disorder in 2001.
- Nonbipolar disorder cohort: no diagnosis of bipolar disorder.

**Data Sources**

- The database consisted of more than 230,000 employees—Many observations were zero for cost or lost time value.
- The cost outcome variables examined were not normally distributed, had extreme outliers, did not have balanced sample sizes, and did not have constant variances.

**Conclusions**

- Improved patient management of bipolar disorder, including earlier recognition and utilization of optimal treatment options, would likely lower the economic impact.
- Employer-based interventions focusing on the management of bipolar disorder should be evaluated and implemented to manage the short- and long-term economic impact.

**References**


**Supporting Information**

Supported by funding from AstraZeneca Pharmaceuticals LP. Presented at the Managed Health Care Association Annual Meeting May 21-23, 2005, Atlanta, Georgia.