ABSTRACT

OBJECTIVE: To compare the incremental costs and absences due to sick leave (SL) among employees with bipolar disorder (BPD), other mental disorders (OMD), chronic constipation (CC), functional dyspepsia (FD), gastroesophageal reflux disease (GERD), gout, and insomnia

METHODS: A 2001-2007 US employee database was used to identify subjects with BPD, OMD, CC, FD, GERD, gout, and insomnia. All studies used two-part regression models to control for differences between employees with the condition and control groups (employees without the condition). SL costs were based on payments made to the employee (adjusted to 2007 US dollars) and absences were based on reported hours missed. Controls (by study) used the average index date of the subjects with the condition. Incremental costs and absences were defined as adjusted differences between the condition cohort and controls and considered significant at \( P \leq 0.05 \).

RESULTS: Numbers of employees with SL eligibility for the condition/controls (employees without condition) were: BPD 239/85,420; OMD 5508/76,372; CC 920/143,287; FD 918/143,138; GERD 6172/133,466; gout 600/123,461; and insomnia 7951/134,094. All incremental SL cost differences were significant \( (P<0.05) \). From highest to lowest, the incremental annual SL costs (condition-control) were: gout=$359 (172.5% higher than controls), insomnia=$208 (162.1%), OMD=$175 (142.4%), GERD=$169 (141.1%), CC=$127 (133.8%), FD=$120 (128.8%). From highest to lowest, the incremental annual absence days were: gout=2.8 (178.3% of control), OMD=2.3 (186.9%), BPD=1.9 (157.0%), insomnia=1.6 (175.4%), GERD=1.3 (141.5%), FD=0.8 (126.7%), and CC=0.7 (130.5%).

CONCLUSION: Employees with insomnia, FD, GERD, gout, CC, and OMD incur more absences and costs than employees without these conditions, suggesting that management of these conditions should focus on both the workplace and healthcare settings. Because individual salaries were used to calculate the costs for each condition, the differences in the ordering of the incremental days and payments may be attributable to job-related differences between the diseases. Gout had the highest incremental costs and days of any of the studied conditions.
INCREMENTAL SICK LEAVE COSTS AND LOST TIME AMONG EMPLOYEES WITH PSYCHIATRIC AND MEDICAL CONDITIONS

Brook RA1, Kleinman NL2, Melkonian AK3, Smeeding JE4

BACKGROUND
- Sick leave is the most common type of health-related absence reported by employers.
- Companies that provide a sick leave benefit compensate employees for lost time.
- It has been suggested that persons with a condition who seek treatment have more absences and absence-related costs than people without the same condition.

OBJECTIVES
- To compare the incremental costs and absences due to sick leave (SL) among employees with bipolar disorder (BPD), other mental disorders (OMD), chronic constipation, functional dyspepsia (FD), gastroesophageal reflux disease (GERD), gout, and insomnia.

METHODS
- A 2001-2007 US employee database was used to identify subjects with BPD, OMD, FD, GERD, gout, and insomnia based on any primary, secondary, or tertiary diagnosis using International Classification of Diseases, Ninth Edition (ICD-9) diagnostic codes.
- All studies examined an annual (12 month) period based on each subject’s index date.
- Because FD is a diagnosis based on exclusion, FD subjects were followed for one-year starting three months before the date of the first diagnosis in their medical records.
- For all other conditions, the subjects were followed for one-year starting with the date of the first diagnosis in their medical records.
- For each study, the Controls used the average index date of the subject’s index date.
- Because FD is a diagnosis based on exclusion, FD subjects were followed for one-year starting three months before the date of the first diagnosis in their medical records.
- For all other conditions, the subjects were followed for one-year starting with the date of the first diagnosis in their medical records.

STRENGTHS
- The analysis used actual reported and compensated information from employee absence records, not proxies based on the existence of medical visits, emergency room utilization, or hospitalizations.

LIMITATIONS
- Sick Leave data were only from absence-plan-enrolled employees in companies that track and report absence.

CONCLUSIONS
- Employees with insomnia, FD, GERD, gout, CG, BPD, and OMD incur more absences and costs than employees without these conditions, suggesting that management of these conditions should focus on both the workplace and healthcare settings.
- Because individual salaries were used to calculate the costs for each condition, the differences in the ordering of the incremental days and payments may be attributable to job-related factors such as salary, exempt status, and full-time/part-time status.

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