

Psychosocial Risks

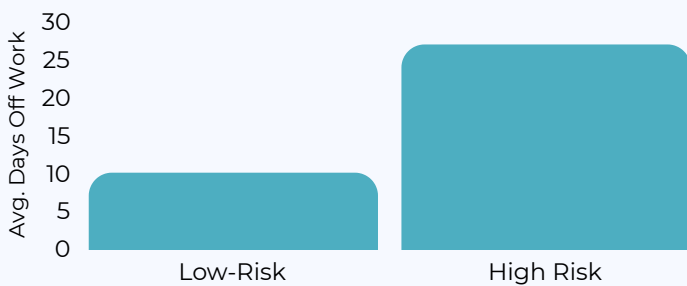
Their impact and prevalence in Return To Work (RTW) Claims



It Pays to Care

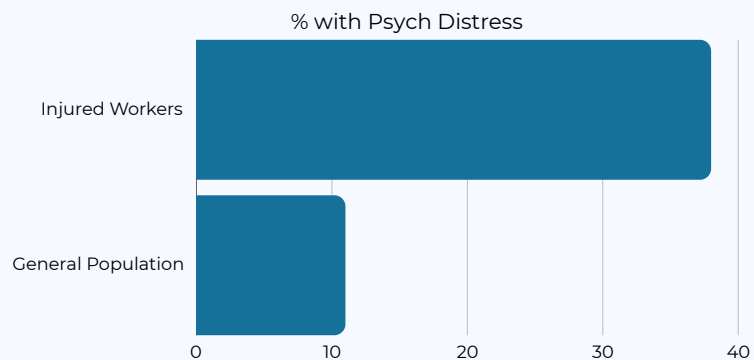
High psychosocial risk leads to poor health outcomes, increased risk of long-term disability, and more time off work.

1 A study of psychosocial impacts on RTW, found that for **every 1-point increase in psychosocial risk** (score out of 100); **the chance of RTW reduced by 4%.**



2 The same study showed an injured worker with high levels of psychosocial risk will have around **three-times** as many days off work than low-risk workers.

3 The 2018 RTW Survey indicated that **38% of injured workers** (with musculoskeletal claims) had **moderate to severe psychological distress.** Compared to ~11% in the broader population.



But, psychosocial risk can be decreased.

*(Particularly if identified and addressed **early.**)*

Strategies to identify and modify psychosocial risks include:

- **Proactive Identification:** Early screening tools can be embedded in the RTW journey to identify psychosocial risks.
- **Enhanced Collaboration:** A culture of collaboration between workers, employers, case managers and health providers
- **Empowering Systems:** Systems should be established that encourage the structured management of psychosocial risks.

Sources: Nicholas et al., 2019; The Social Research Centre, 2018.



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