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In Brief This Issue:

- Excess workers compensation costs for high risk employees
- Total health and productivity costs for people with arthritis

Health Risks and Higher Workers Compensation Costs*

High-risk employees are **twice** as likely to have a workers' compensation (WC) claim and **seven** times as expensive in total WC costs.

A University of Michigan study(1) of Xerox employees found that healthy lifestyles decrease the likelihood that employees will file a workers' compensation claim, and are associated with shorter durations of absence for injury.

The percent of employees filing claims increased as the number of risk factors increased.

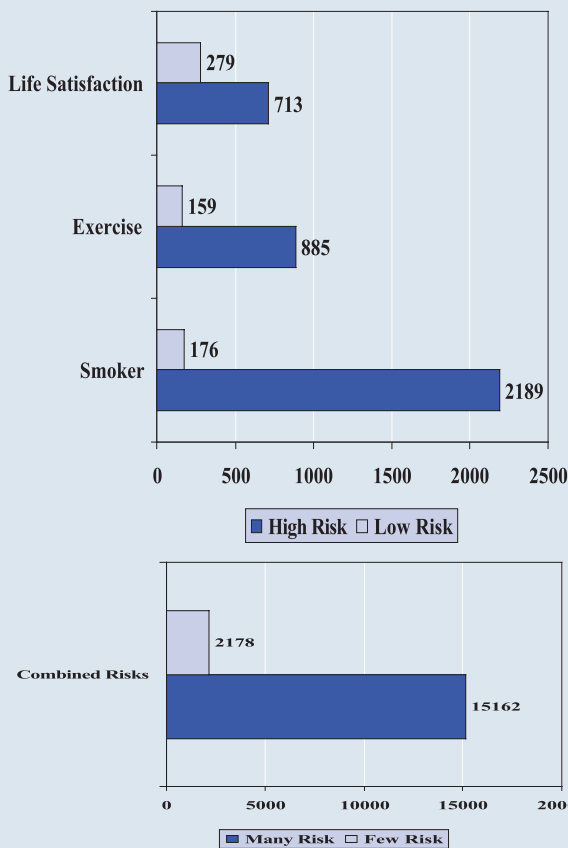
Rate of filing:

- Low risk (0-2): 4.9%
- Medium risk (3-4): 5.4%
- High risk (5+): 8.9%

The excess WC costs associated with medium and high risks (compared with a population of low risk people) indicates that 85% of WC costs were avoidable.

Those who participated in Health Risk Appraisal (HRA) experienced a decrease in WC costs over four years (compared with non participants) of more than \$1200 per participant per year.

Total Workers' Compensation Costs



Published in:

*Musich S, Napier D., Edington D.W. The association of Health Risks with Workers' Compensation Costs. JOEM; 2001;43(6):534-541.