

# Fit for Work America (F4W-A)

**Presented by: Scott Conard, MD, FAAFP, DABFM**  
**FfW EU National Ambassadors Meeting**  
**Riga, Latvia**  
**April 28, 2015**



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Contact Meaghan Schwitter, F4W-A Program Manager, at [meaghanschwitter@fit4workamerica.com](mailto:meaghanschwitter@fit4workamerica.com) for more information.

# Topics for Discussion

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**Bringing Fit for Work to America**

**Fit for Work America Mission & Objectives**

**Fit for Work America Organizational Structure & Steering Committee Introductions**

**Fit for Work America Pilot Program Overview & Design**



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# Bringing Fit for Work to America

Employers in the US are facing the pressure of increased healthcare costs,  
but don't always understand the value it brings.  
Our goal is to prove: **health = performance**

**EMPLOYERS TODAY ARE  
THINKING ONLY OF COSTS  
WHEN IT COMES TO  
EMPLOYEE HEALTH  
BENEFITS**



**BUSINESS RESULTS WOULD  
FOLLOW, AS HEALTHY  
EMPLOYEES  
ARE GOOD FOR BOTH THE  
TOP AND BOTTOM LINE**

**IF THEY UNDERSTOOD THE VALUE  
OF HEALTH BENEFITS TO THEIR EMPLOYEES  
AND CHANGED THEIR FOCUS TO  
INCREASING ACCESS TO CARE...**

*Wyoming business  
leaders to discuss rising  
health care costs*

*Employers Expect  
Health Care Costs To  
Rise by 4%*

*Costs are soaring;  
they'll rise even more*



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# Fit for Work America Mission

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Fit for Work America remains committed to the Fit for Work mission launched in Europe of giving greater policy priority to Rheumatic and Musculoskeletal Diseases (RMDs) and strengthening systemic cooperation on health issues between the healthcare, welfare and finance departments.

The Fit for Work America coalition was established to help all stakeholders – patients, providers, payers and policy makers – recognize the value of early identification and effective intervention models for Musculoskeletal Disorders. Fit for Work America will advocate to ensure that workability is included as a standard measure of MSDs in policy, clinical guidelines, as well as benefit design.



# Fit for Work America Program Objectives

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Fit for Work America has established the following program objectives aimed at improved patient outcomes:

- ① To advocate for awareness of **workability as a key issue** across all stakeholder groups, including it as a standard measure of MSDs in policy, measures of employee health, as well as clinical guidelines
- ② To establish use of a simple point of care tool as a mechanism to **measure workability** and get people back to work more quickly and use it a part of the validation of investing in employee health
- ③ To conduct **early intervention pilot programs** to measure the short and long term value of early intervention practices for MSDs
- ④ To communicate **research, insights and pilot program results** at every stage of development



# Fit for Work America Organizational Structure

## Hospital Quality Foundation DBA Fit for Work America

**Executive Director: Scott Conard**

### Executive Steering Committee Members:

- Steve Bevan
- Charlie Pollack, MD
- Mark Fendrick, MD
- Bruce Sherman, MD
- Peter Hayes
- Jennifer Christian, MD

### Research Institution:

Integrated Benefits Institute (Tom Parry, Kim Jinnett)

**Payor**

**Clinical**

**Patients/  
Advocacy**

**Policy Maker**

**Employer/  
Coalition**

### Board of Advisors

(to be determined by the Executive Steering Committee)

### Members

Broader Membership across Stakeholders beyond the Board of Advisors



# Fit for Work America Pilots Overview

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**Pilot Objective:** Validate the importance of early intervention in MSDs to get employees back to work, resulting in improved outcomes – including workability – and reduced costs

## Pilot Design and Development

### Phase I: Design / Build

Determine Intervention Methodology

Align on Pilot Selection Criteria

Develop Assessment Tool

### Phase II: Deploy / Measure

Deploy Intervention

Evaluate & Disseminate Data

Build Support and Replicate



# Questions?



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