



**INTERNATIONAL TRUCK & ENGINE CORPORATION**

# **Epidemiology for a Healthy Workforce: Monitor and Manage**

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# **INTERNATIONAL TRUCK & ENGINE CORPORATION**

***Global leader in manufacture and sales of  
trucks, buses, and diesel engines***



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# **Monitor and Manage**

Challenge within corporate structure:

How to measure and monitor  
health and productivity?



## Employee Health and Productivity

- More than just safety
- Influenced by multiple factors
- Lifestyle and health risks: “wellness”
- Non-occupational injury and illness
- Occupational injury and illness
- Absenteeism and presenteeism



## Monthly Metrics by Each Facility

- Incident Frequency Rate (OSHA)
- Lost Time Case Rate
- Workers' Compensation Cost
- Health Care Cost per Employee
- Absenteeism
- Short Term Disability Cost
- Long Term Disability Cost



## Other Components

- Safety Audit
- Vital Lives
- Employee Assistance Program



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## **IC Corporation Model**

**On-site physician care of work related and non-work related illness and injury**



## IC Corporation

- Conway, Arkansas
- School bus manufacturing
- 1262 employees
- Subsidiary of International Truck and Engine Corporation
- UAW contract







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## Partnership Venture

- Began 1999
- International Truck & Engine
- United Auto Workers
- University of Alabama at Birmingham





## Benefits to employees:

- Immediate access to care
- Continuity of care
- Case management
- Avoids absence without pay





## Benefits to the company:

- Healthier work force
- Employee satisfaction (82%)
- Decreased absenteeism
- Cost savings





## Physician's role

- Patient care, acute and chronic
- Wellness program
- Return to work program
- Ergonomics
- Injury prevention





## Doctor Visits 1999-2003

- 17 patients per clinic day average
- Over 90 percent employee utilization
- Total of 12,266 visits:

Work-related	5,105	(42 %)
Non-occ	7,161	(58 %)





## Cost Savings

- Workers' compensation
- Health insurance
- Wages
- Lost time





## “Monitor” = Epidemiology

- Comprehensive database
- Captures minor injuries in addition to OSHA recordable injuries
- Simple statistics
- Injury rates by department







## “Manage” = Interventions

- Data driven approach
- Incident reviews by safety personnel
- Ergonomic analyses by occupational therapist
- Interventions through ergonomics and safety committees





## Results

- 80% decrease in IFR over 8 years
- LTCCR improved by 57% this year





## Process

- Collect data
- Fill in missing pieces
- Compile in meaningful form
- Develop management strategy for executive support
- Implement changes--interventions
- Monitor results





## Challenges

- To move from reactive to proactive
- Generalize lessons learned to non-occupational areas
- Compile or merge other databases
- Better exposure assessment





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## ***Reactive to Proactive***

A broad vision of human productivity is needed to move epidemiology from a trailing indicator to a driver of health.

