

Getting our workforce moving: Motion is Lotion

Presenter: Dr. Ayla Azad



Association
chiropratique
canadienne



Canadian
Chiropractic
Association





Land acknowledgement statement

The CCA acknowledges the enduring and vibrant presence, culture, history and inherent rights of First Nations people, Métis and Inuit across Canada on whose traditional territories CCA members live and work, as well as where the CCA has its head office in Toronto.

Musculoskeletal Conditions in Canada





**MSK
Conditions**
are the leading
cause of disability
around the globe



11 million+
Suffer from MSK
conditions every
year



1 in 8
Canadians
diagnosed with
chronic back pain

Burden of MSK Disease

11 MILLION

Canadians suffer from at least one

MSK

condition each year



6.7 MILLION
Canadians with
mental illness



2.7 MILLION
Canadians with
diabetes



1.4 MILLION
Canadians with
heart disease



**MSK Conditions are more prevalent than cancer, stroke,
heart disease, diabetes and Alzheimer's Disease
*combined.***



Economic Impact

Top 3 drivers for short term disability claims in Canada:



Mental Health



**Musculoskeletal/
back issues**



Accidents

Top 3 drivers for long term disability claims in Canada:



Mental Health



**Musculoskeletal/
back issues**

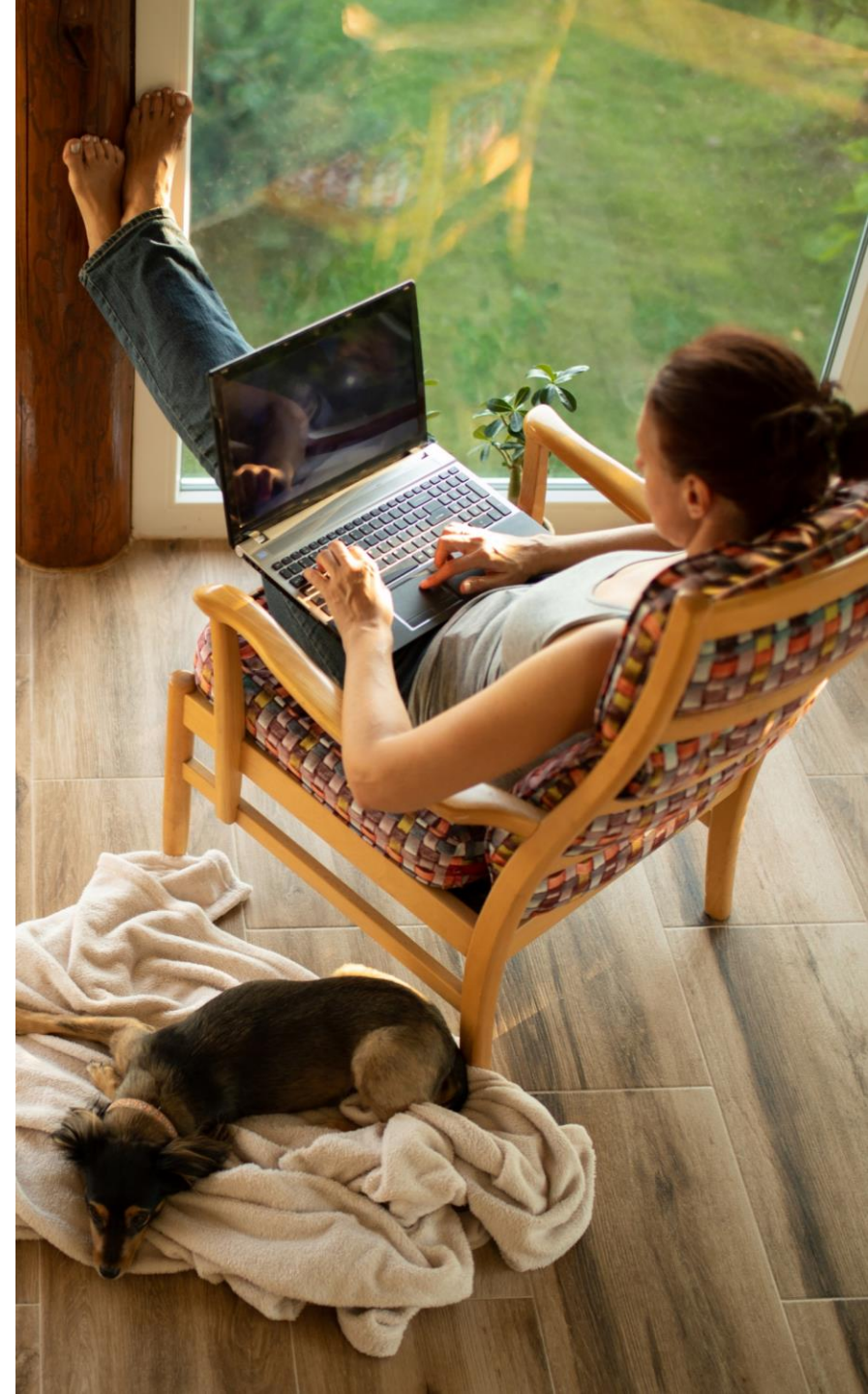


Cancer



Pandemic Background

- Hybrid is here to stay
- Workforce has never been older
- A Third of employees are dissatisfied with their benefits
- 45%-48% of employees have been diagnosed with chronic pain



Trends: MSK and Remote/ Hybrid Workplace

Nearly 70% of employees
end their day in pain

51% of employers
anticipate MSK health
issues in the year ahead.



Trend: Inactivity & Hybrid Workplace

- **only 18% of Canadian adults were getting the recommended amount of physical activity.**
- **Pandemic restrictions have caused that to decrease by 27%**
- **Workers who worked from home reported 18% less physical activity.**



Increased inactivity = Negative Health Impact

A sedentary lifestyle can increase the chance of being:

- **overweight**
- **developing type 2 diabetes**
- **heart disease**
- **experience depression and anxiety**



Trend: The Opioid Crisis is growing

- Opioids have rapidly emerged as a first line treatment for chronic non-cancer pain
- **Risks and harms far outweigh the benefits**
- More Canadians dying from opioids than car accidents
- More than an opioid crisis: it is a **pain management crisis**



Opioid Crisis in Canada

During the first year of the pandemic, there was a 95% increase in opioid toxicity deaths

Canadian substance use and cost:

- Opioids cost the healthcare system the highest amount after alcohol and tobacco (\$3.5 billion or 9.1% of total costs).
- Opioids are associated with the largest increase in per-person lost productivity cost, which grew from \$43 per person in 2007 to \$52 per person in 2014 — a 20.6% increase.



What You Can Do



Prepare for the Next Phase: Rehabilitation

Understand COVID-19 and the lasting effects:

- **Muscle Pain (60%)**
- **Joint Pain (57.2%)**
- **Restricted range of movement (57%)**
- **Headaches (12%)**
- **Back Pain (10%)**



Establishing a Workplace MSK Strategy

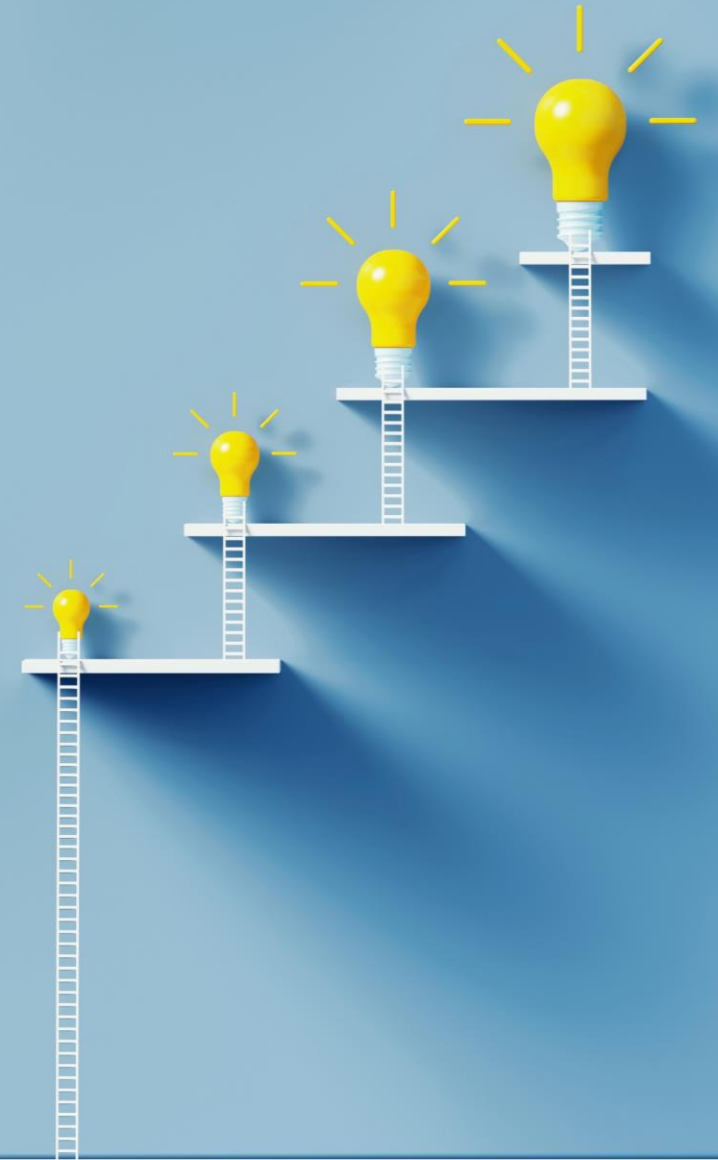


**Do you have a Mental
Health Strategy?**

**Do you have an MSK
Health Strategy?**

Recognizing the Problem

- **Starts at the Top**
- **Acknowledgement of issue**
- **Commitment to talk about it, and educate ourselves**
- **Take action**
- **Measure progress**



Education

=

Utilization

THREE TYPES OF INJURY & Prevention tips

- Over-Exertion
- Repetitive Strain
- Prolonged load

Outline the impact of MSK conditions

PHYSICAL



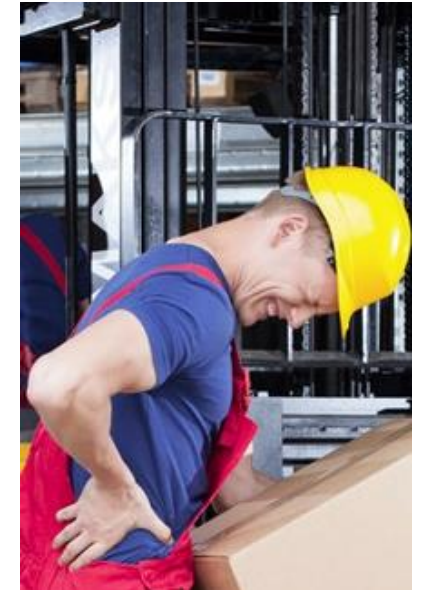
PSYCHOLOGICAL



SOCIAL



FINANCIAL



Adequate Coverage for Paramedical Services

Is it adequate?

- Has it kept up with inflation?

Is it evidence based?

- Accountable and effective

Is it patient-centred?

- Does it meet your needs?



Improving Value

Chiropractic:

- ✓ Lowers short & long term disability risk
- ✓ Increases return to work and productivity
- ✓ Lowers pharmaceutical costs
- ✓ Supports mental health
- ✓ Lowers treatment costs
- ✓ Increases patient satisfaction
- ✓ Encourages patients to manage their health to prevent onset of MSK conditions





Thank You

