



# Work-Related PTSD Study Update

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# Study Team

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# Purpose of this meeting

- Review Study Objectives
- Review Study Process
- Present Progress
- Planned Activities

\* *No data or preliminary results will be presented today*

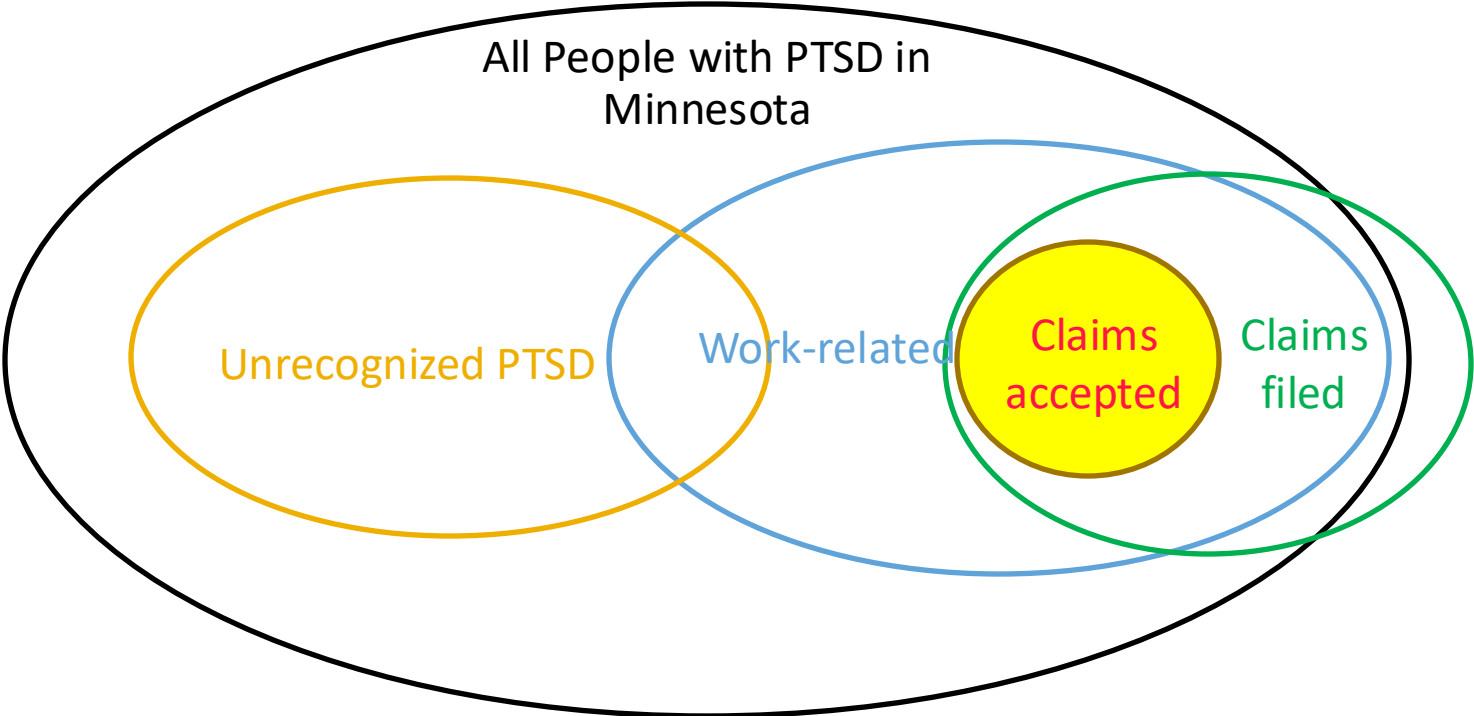
# Purpose of the Study

- To identify systemic or regulatory changes to improve the experience and outcomes of employees with work-related PTSD
- Study is due August 1, 2025
- <https://www.revisor.mn.gov/laws/2023/0/Session+Law/Chapter/51/>

# Approach

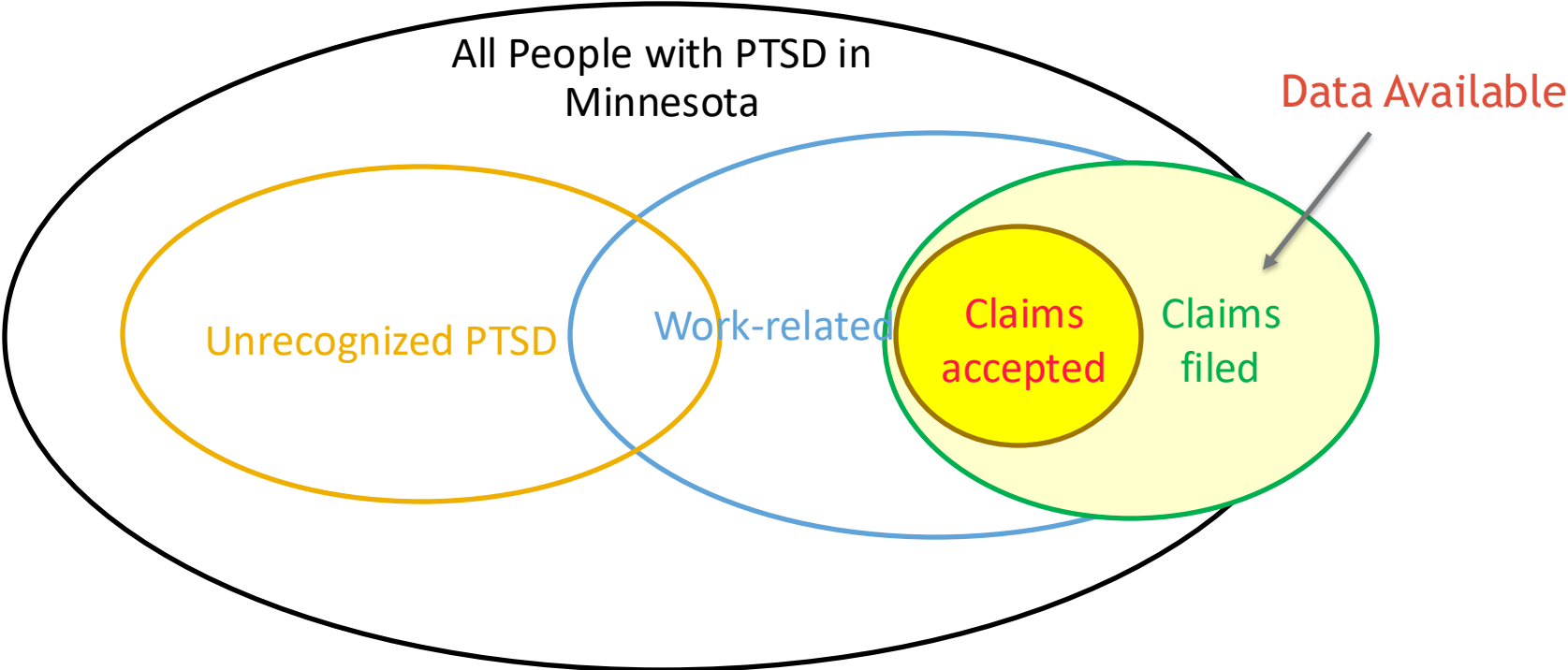
- Data driven
  - Quantitative and qualitative
- Systematic reviews of current science
- Stakeholder engagement

# PTSD in Minnesota



*Diagram for illustrative purposes and not based on relative numbers*

# PTSD in Minnesota



*Diagram for illustrative purposes and not based on relative numbers*

# Data Sources

## Primary

- Minnesota Department of Labor and Industry workers' compensation database
- Minnesota Workers' Compensation Insurers Association

## Supplemental

- Self-insured entities with record-level claims data



# Reviewing PTSD in the Workers' Compensation System in Minnesota

- Obtained and evaluated accessible de-identified data from the Minnesota Department of Labor and Industry
- Identified other entities that have available data and initiated data use agreements
- Assess how workers with PTSD are captured in the system and identify potential gaps and barriers
- Compare claims that do and do not receive payment
- Assess the quality and limitations of available data

# Identifying PTSD in Workers' Compensation Data

- Identify mental injuries
- Nature of injury coding of claims
- First Report of Injury text
  - A.I. text recognition software to identify key words
  - Manual review
- Review to classify
  - PTSD only
  - PTSD consequential to physical injury
  - Non-PTSD mental injury

# Questions About the PTSD claims in Workers' Compensation

- Which workers are affected?
  - Age, gender, job title, job tenure, wage, etc.
- Which occupations are involved?
  - Presumption, non-presumption
- Trends of claims over time

# Questions About the PTSD claims in Workers' Compensation

- What does the claim process look like?
  - Claim accepted
  - Claim denied
    - Dispute filed
    - Dispute resolution
  - Claim timelines
  - Indemnity benefits and settlement payments
  - Participation in vocational rehabilitation program
- How do PTSD claims differ from non-PTSD mental injury claims?

# Medical Treatment Data

- Diagnoses ICD-10 Codes
  - F43.1 Post-traumatic stress disorder
  - F43.10 Post-traumatic stress disorder, unspecified
  - F43.11 Post-traumatic stress disorder, acute
  - F43.12 Post-traumatic stress disorder, chronic
- Trends over time
- Cost per claim
- Treatments per claim
- Time in treatment
- Compare with physical injuries

# Questions about the Medical Transactions Data and Other Treatment Data in Workers' Compensation

- What is the average/median cost of treatment for a PTSD claim?
- Where are treatments provided for PTSD?
- How many treatments per PTSD claim?
- How many weeks from the date of diagnosis to the last treatment?
- How do these treatment descriptors differ between PTSD and non-PTSD claims?
- Time trends with these factors

# Definition of PTSD and occupations under rebuttable presumption in other jurisdictions

- Compare definitions to other jurisdictions
  - What is and is not covered as PTSD
  - Occupations under presumption
- Compare specific statutes and regulations pertaining to rebuttable presumption
  - MonQcle Platform to scan text
  - Identify commonalities and differences

# Evidence-based methods and best practices for treatment early and detection of PTSD

- Review literature to identify effective evidence-based PTSD treatments
- Compare findings to current treatments for PTSD indicated under workers' compensation treatment parameters in Minnesota
- Review of literature to identify evidence-based tools for screening and early detection of PTSD



# Options for delivering mental health wellness training, employee assistance programs, and other benefits related to PTSD

- Review literature evaluating approaches to the delivery of programs in different settings
  - Outcomes
  - Cost considerations
- Identified research that is specific to Minnesota
- Potential for delivery of programs in Minnesota

# Programs on prevention of PTSD and return-to-work for employees with work-related PTSD

- Review literature on return-to-work programs
  - Measurable Outcomes
  - Costs of implementation
- Develop recommendations
- Follow-up with programs in Minnesota to review implementation

# Engaging Stakeholders

- Survey to interested parties
  - Assess experience with workers' compensation system and PTSD
  - Short answer questions
  - Self-selected respondents
    - Email invitation to people who provided email on DLI website or attended earlier community forums
  - Respondents self-identify for follow-up key-informant interviews
  - Open until December 30, 2024

# Engaging Stakeholders

- Key-Informant Interviews
  - Follow-up with specific questions regarding policies and experience
  - Open-ended questions
  - Target different stakeholder groups
  - Interviews in first quarter of 2025
- Select from survey respondents
- Select individuals from programs or organizations with specific work—related PTSD interest or roles

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# Questions