

# RESEARCH REVIEW

Keeping you up to date with the latest peer-reviewed research on workforce health and productivity

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## [Covid-19 Vaccination Significantly Reduces Morbidity and Absenteeism Among Healthcare Personnel](#)

A Grecian study of more than 7,400 healthcare professionals found that the mean duration for absenteeism was 11.9 days among unvaccinated employees compared to 6.9 among vaccinated employees. Vaccination is expected to protect the employee and the employer while containing healthcare costs.

**+Interactive Covid-19 map:** IBI's [interactive map](#) models lost work time costs resulting from confirmed Covid-19 cases to date. The assessment includes potential sick-leave wages, short-term disability payments, and spending on employee benefits.

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## [How Managers Find Out About Common Mental Disorders Among Their Employees](#)

A survey of more than 1,800 Swedish managers suggests that managers become aware of common mental disorders amongst their subordinates mainly through self-disclosure. Those with a negative view of depression were more likely to find out about common mental disorders themselves. Support and accommodations may be bypassed by employees who have managers with negative views of depression.

**+Mental health among US employees:** IBI's [latest research](#) looks at how health care needs -- delaying or skipping medical care, unmet mental health counseling needs, and taking mental health prescription medication -- affects the relationship between work disruptions and mental health.

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## [Social Connections and the Healthfulness of Food Choices](#)

## **Among Employees**

A study of three million food choices found a positive relationship between an employee's current food purchase and the most recent food purchase a co-worker made together with the employee. These data suggest that peer-based healthy eating workplace interventions should be explored.

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## **A Digital Coaching Intervention for Cancer Survivors with Job Loss**

A randomized controlled trial tested the effectiveness of an online health app intervention that included health coaching calls to Australian cancer survivors who were on disability leave for at least three months. Seventy three percent more participants using this intervention returned to work compared to patients who received usual care, resulting in fewer disability insurance claims remaining open in the intervention group.

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## **The Relationship Between Work Engagement and Telework During the Covid-19 Pandemic**

Compared to Japanese workers who do not telework, workers teleworking four or more days a week were not engaged in their work, yet those who teleworked three or less days were engaged. As psychological demands, decision latitude, and workplace support may affect the relationship between telework and work engagement, allowing for worker autonomy and providing a supportive work environment could improve work engagement among teleworkers.

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## **Variation in Use and Content of Prescription Drug Step Therapy Protocols, Within and Across Health Plans**

Seventeen of the largest commercial health plans produced more than 1,000 protocols on 10 health conditions surrounding step therapy or using other treatments that must fail before receiving a specific drug. Among these protocols, more than half were stricter than clinical treatment guidelines causing concern that these plans were focused on cutting costs rather than providing proper care. As protocols varied across plans, there is concern about burden to patients and access to necessary drugs and the need for policy to exempt patients from step therapy.

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### Upcoming Events

POSTPONED: [IBI/Conference Board Health and Productivity Forum \(Chicago\); new dates set for September 28-29.2022](#)

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Integrated Benefits Institute, 1901 Harrison Street, Suite 1100, Oakland, California 94612

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