

CHIROPRACTIC OCCUPATIONAL HEALTH NEWS

WINTER | 18

CHIROPRACTIC FOR EMPLOYEE WELLNESS & WORKPLACE SAFETY (507) 455-1025

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PRESIDENT'S HOLIDAY GREETING



Scott Bautch, DC, DACBOH
 President

'Tis the season ...

when you
 Choose
 joy
 You feel good
 & when you feel
 good, you do good
 & when you do good
 it reminds others
 of what joy feels like
 & it just
 might inspire
 them to do
 the same.

This is Scott Bautch wishing you all a Happy Holiday Season & New Year!

*"Thank you for ongoing support for the Council and specialty. I hope you will **reserve your spot in the Council's 2019 LIVE WEBINAR SERIES.** See **page 4 for details.**" – Dr. Bautch*

EMPLOYEE ENGAGEMENT IN ON-SITE OCCUPATIONAL HEALTH SERVICES

By Emily Thompson, DC, MBA

Many employers recognize that there are benefits to on-site healthcare and know the return on their investment comes through employee engagement. When on-site healthcare services are successful, the company can use them to attract new hires, retain employees, and boost morale.



WorkSiteRight, a company that puts chiropractors on-site in the workplace, reports a 60-70% engagement across all of its programs nationally. In contrast, telemedicine engages only 3% of its employee population (<http://bit.ly/2DGP4DN>). Employers are more likely to invest in and continue to offer healthcare services when engagement is high and the service is valued.

To demonstrate employee engagement to the employer, engagement first needs to be defined and then tracked in the program. Clear communication on expectations of the program and definition of engagement in the program will enhance the relationship between the provider and employer. There are many different ways to define engagement ranging from number of consultations, number of treatments, or simply having a full schedule.

It's the provider's responsibility to track engagement and report back to the employer regularly. WorkSiteRight has a consistent engagement definition across all of its sites and tracks data points regularly. Employee engagement data can increase and de-

(continued on page 6)

PUBLIC HEALTH CORNER for CORPORATE HEALTH & SAFETY

“Occupational health is fundamental to public health...” - World Health Organization (WHO)

RESILIENCY IN THE FACE OF ADVERSITY: SHOULD EMPLOYERS CARE?

By Elizabeth L. Auppl



Unfavorable (often unexpected) events happen, sometimes in spades. While event types vary, most invoke two things: response and change. The initial impact of an event can wrestle one’s mind into a twist and test the human spirit to its core, but one thing is for sure: there is opportunity to push through to new strength. *It takes resiliency.* Some people bounce back quickly and flourish in adversity. Others fumble a bit before restoration to stable ground suitable for thriving. Still others limp along for the longer term. How is it that some ‘get back up’ while others stumble or crumble?

It’s safe to say that we are very different people – each with our own ways for responding, adapting, and coping. There is a lot to be considered: one’s station in life; individual attitudes including toward our environment and the people in it; the type of incident and its meaning to us; individual locus of control; and history of unique experiences. Other considerations include one’s availability of a support community; a faith/belief system; personal values; culture and cultural norms; depth of loss/injury; personal health; and so on.

But, what is resiliency and how can it be defined? My own definition sums it up in one word: *grit*. But when looking at concerned entities and authors offering their definition, it has evolved over the years. In 1961, resiliency was defined as an uncommon ‘personality trait’.¹ By 1971 it was determined by some to not be uncommon at all, and that resiliency was a state of being and not a trait.² By 2002, resilience was defined as “...phenomena characterized by patterns of positive adaptation in the context of significant adversity or risk.”³ A more modern definition is offered by the American Psychological Association (APA) which identifies resilience as something that can be learned and therefore acquired.

I’ll assume here that you’ve read the side bar (at right). Then, it’s likely very safe to expect that in the acquiring of resiliency and one’s ability to triumphantly rally when life thrusts a hard curve ball, an individual’s ‘behaviors, thoughts and actions’ may potentially affect teachable others and thus improve function and performance in a broader sense - spilling over to the workplace, home, and important relationships. Imagine the value that has for building organizational resiliency so business can thrive during adversity or in a changing environment.

Workplaces today exist in a climate of *rapid change without notice*. When organizational change occurs, an employer hopes that affected managers and employees have the wherewithal to quickly and favorably respond to new conditions. In a (2015) survey of 5,247 executives conducted by the IBM Institute for Business Value, respondents conveyed that *scope, scale and speed* were accelerated for how business is conducted; over half expressed that their organizations to be *weak* in terms of equipping or otherwise helping managers to see change through in timely fashion including managing the flow of information to affected employees. A solution is needed to prevent stressed out managers and confused (even disgruntled) workers.

A Harris Poll of 1,001 employees, valuable to the American Heart Association Center for Workplace Health Research & Evaluation as it set out to explore employee perceptions concerning work stress and benefits of employer-provided resilience programs, resulted in some very interesting findings; one of which was that only 25% of employers offered resilience training for the workforce. Yet, of those who did offer training, the participation level was extremely high at 80%. What should be of keen

Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress such as family and relationship problems, serious health problems, workplace and financial stressors.

Resilience does not mean that a person never experiences difficulty or distress. Emotional pain and sadness are common in people who have suffered major adversity or trauma in their lives. In fact, the road to resilience is likely to involve considerable emotional distress.

Resilience is not a trait that people either have or do not have. It involves behaviors, (and) thoughts and actions that can be learned and developed in anyone.

American Psychological Association Road to Resilience brochure

NOW YOU CAN SPEAK THE TRUTH ABOUT CHIROPRACTIC TO ANY AUDIENCE

THE FUNDAMENTALS OF CHIROPRACTIC, a comprehensive and easily customizable (PowerPoint) educational program is now available through the IACOHC. The program provides an easily understood and explanation of the timeless principles and philosophy of chiropractic. A presentation of 200 highly illustrated PowerPoint® slides designed to allow you to personalize and edit the information to fit your specific audience needs. Use the full presentation - or select only what you need for a 15-30 minute presentation to decision makers and professionals in your community. You can edit, add to, or introduce some of your own slides (i.e. patient case studies) to fit a particular audience. Add your clinic name/logo if you wish.

THE FUNDAMENTALS OF CHIROPRACTIC is also a highly effective teaching tool for your patient education classes or for view in the waiting room.

WOW! YOU CAN PREVIEW BEFORE BUYING! You will have 48 business hours in which you will be able to preview the presentation. You will know exactly the excellence of this product even before buying!

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1. **Call (507) 455-1025 to order the preview**
2. **Read & complete the license agreement**
(See (PGS. 14-15 OF THIS PUBLICATION))
3. **Preview product (files sent by email to you)**

Be ready to provide VISA/MC info upon request for previewing. You will be provided a license agreement to view and complete. Please know that at the end of 48 business hours the transaction will be fully processed. Know also that should you decide not to purchase any time prior to 48 hours after you receive the files, you are bound to copyright and terms of the license agreement and therefore would not be permitted to use the presentation in any fashion, nor transfer the information to any other person by any means.

Remember, because it is **customizable to your needs**, you will use this presentation many times over, and each time you can tailor it to a particular audience. And if you are challenged to customize, a service is provided through the IACOHC to do it for you.

TO ORDER, call the IACOHC at 507-455-1025. Cost: \$125 (plus any applicable sales tax). Digital product.

Author: Joseph J. Sweere, DC, DABCO, DACBOH, FICC.

Present to many types of groups in your community! No need to come up with your own material – it's been done for YOU!

Educate local business owners about chiropractic care for MSDs (including how chiropractic care alleviates unnecessary and harmful opioid use)!

Educate medical and other healthcare professionals on the core values of chiropractic!

Present at local, state, national safety and healthcare expos!

Use for patient education!

Fully illustrated PowerPoint presentation!

Easily customizable for your audience, or use entire ready-to-use presentation!

Add your name, clinic name, and your contact information to the presentation!

Enjoy referrals and new patients as a result of your presentation!

Conveniently sent to you electronically!

Use this presentation over and over again! Imagine the possible audiences you have!

Dr. Sweere has assembled this refined resource for distribution by the nonprofit IACOHC. You can have full confidence in using the content found in this presentation for educating your community representatives and citizens of the validity of chiropractic.

A brief sampling of Dr. Sweere's resource for DCs:

Part I topics include definitions, i.e. holism; vitalism; innate intelligence; homeostasis; adaptation; stress/stressors, mechanical/environmental/lifestyle and psycho/social/spiritual stressors; the role of the nervous system in regulating homeostasis; the structure function continuum, a preliminary explanation of spinal subluxation; with concludes Dr. Sweere's case study.

Part II topics include a much broader understanding of subluxation/the subluxation complex, including pelvic subluxation; the intervertebral disc and the mechanical engineering principles involved in subluxation and structural disturbances of the body's framework.

Part III topics include images indicative of structural imbalance and the role of x-ray over and above structural analysis followed by a brief summary of chiropractic education and training, its specialties as well as its many involvements in mainstream health care.

BONUS! Value has been added for your purchase – you will enjoy one year of free membership to the IACOHC.

“THE BROAD FACE OF ERGONOMICS FOR SHAPING HEALTHY ORGANIZATIONAL CULTURE”

LIVE WEBINAR SERIES 2019 FOR DOCTORS

“What are the Differences between Mechanical and Human Ergonomics?”

Dr. Scott Bautch, Presenter

Choose the best date that works for you, and reserve early:

January 22nd 12:15 PM – 1:15 PM (CST)

February 7th 6:30 PM – 7:30 PM (CST)

The occupational DC needs to understand that the interaction with humans to their work environment has both a physical and emotional component – and why this is important to U.S. employers – and why this should be important to the DC consultant.

Learn how Dr. Scott Bautch assists business entities in utilizing Appreciative Inquiry (AI) for developing a culture in which people are empowered, engaged, and enthused!

Dr. Bautch shares his expertise and seasoned experience during this live webinar to discuss the differences between mechanical and human ergonomics. He will take you on a journey of exploring the concept of new science related to Appreciative Inquiry (AI) within the work environment - a process model used by small business to Fortune 500 corporations, branches of military, government agencies, educational institutions, and other types to achieve system-wide positive change built on identifying the best in people, their individual experiences, strengths, possibilities, and successes. Dr. Bautch is a consultant to various organizations, helping employers engage workers in their own psychological wellbeing resulting in greater work engagement. He has many years of solid experience of interacting with employers of various types. By joining Dr. Bautch in this LIVE WEBINAR, you truly are interacting with one of the specialty's top experts.

This is your chance to learn from the best in an interactive environment. He will also assist participants in identifying their 'next step' in outreach and/or interaction with an employer(s) right in your own community. **DON'T MISS OUT!**

REGISTRATION REQUIRED. Reserve your spot today by calling (507) 455-1025. Fee: \$49/Council member; \$59/friends of the Council, prepaid at registration (sales tax where applicable). Access information to the webinar is provided at registration. (Limited 'seating', please reserve early.)

The Council brings top experts to your screen for an interactive 60-minute live webinar packed with information designed to equip DCs for broad interaction with local employers.

- J *Enjoy info-packed LIVE presentations by leading experts!*
- J *Learn how to assist employers!*
- J *Engage in interactive discussion!*
- J *Gain insight for your 'next step' among local employers!*
- J *Choose daytime or evening session per topic!*

WEBINAR SERIES TOPICS & SCHEDULE:

(Sign up for daytime or evening session for the topic; all times are CST)

WHAT ARE THE DIFFERENCES BETWEEN MECHANICAL AND HUMAN ERGONOMICS?

DR. SCOTT BAUTCH

01/22/19 (TUES) 12:15 PM (60 MINS.)

02/07/19 (THURS) 6:30 PM (60 MINS.)

PSYCHOLOGICAL PRESERVATION AT WORK: THE BUSINESS CASE FOR ORGANIZATIONAL & EMPLOYEE RESILIENCY

ELIZABETH L. AUPPL

02/12/19 (TUES) 12:15 PM (60 MINS.)

03/05/19 (THURS) 6:30 PM (60 MINS.)

EXPANDING YOUR OPPORTUNITIES IN OCCUPATIONAL HEALTH

DR. CHAD HENRIKSEN

02/21/19 (THURS) 12:15 PM (60 MINS.)

02/28/19 (THURS) 6:30 PM (60 MINS.)

ENGAGING EMPLOYEES IN ERGONOMIC CHANGES

DR. CHAD HENRIKSEN

03/19/19 (TUES) 12:15 PM (60 MINS.)

03/21/19 (THURS) 6:30 PM

*In a Gallup Poll just 32% of employees were considered to be **engaged** in their jobs. 50.8% were **non-engaged** and 17.4% were **actively disengaged**. Research shows that the actively disengaged category showed little change since 2011 when it was at 29%. Cost per year to U.S. companies for actively disengaged workers is \$450-\$550 billion in lost productivity. Employers that can increase engagement by just 10% can realize increased profits of \$2,400 per employee*

EDUCATIONAL OPPORTUNITIES FOR DOCTORS & STUDENTS

OPTION #1: NWHSU'S ONLINE COURSE: Online course: \$192 tuition; 8 CEs where applicable. In completing the online course you fulfill the federal training requirement. At course completion proceed to scheduling the federal-required demonstration of proficiency (see below*). This course will be available for a limited time only (pending a new version to be published sometime in 2019). Updates to the course content are provided during the demonstration of proficiency by the Instructor. Proficiency session is 90-120 minutes. **Get started by** registering at

<https://www.enrole.com/nwhealth/jsp/session.jsp?sessionId=O1901.DOT01.1&courseId=DOT01&categoryId=ROOT>.

Candidates may not perform DOT testing services until both training and proficiency are completed.

* Upon successful completion of the course, contact Course Instructor to schedule the required demonstration of proficiency session. **To schedule proficiency**, anticipate 120 minutes of online time with the instructor; to schedule **call 507-455-1025**. Proficiency will be accomplished by use of online sources to achieve real-time and face-to-face interaction with course instructor. Fee for proficiency: \$85 payable to instructor.

OPTION #2: TRAINING AND PROFICIENCY DIRECTLY WITH INSTRUCTOR: INDIVIDUAL OR SMALL GROUP TRAINING COURSE (DIRECT WITH INSTRUCTOR). Fully updated initial/refresher training.

Fulfill initial or refresher training. Complete everything in 1 session (training and proficiency) directly with Course Instructor. Meet federal requirements for accomplishing *training and demonstrating proficiency* for becoming officially qualified to perform these services within the Department of Transportation's testing industry. Course available to DCs and other healthcare providers; students and student groups; others.

Total time duration: 6.5 hours. No CEs. Fee: per person or group rate available. Method: online face to face interaction via video service, webinar, or other. To schedule call (507) 455-1025. No CEs this option.

507-455-1024

IMPORTANT REMINDER

REFRESHER TRAINING REQUIREMENT FOR DRUG/ALCOHOL TECHNICIANS

Be reminded that the DOT requires refresher training no less than 5 years from your last training session. Call to inquire and/or schedule a refresher training session.

HAIR SPECIMEN COLLECTION (DRUG TESTING) TRAINING SESSION

Hair specimen collection training is now available for doctors and clinical staff. (NON-DOT) general workplace drug testing in many states relies on hair specimen collection. **Schedule a 60-minute session by calling 507-455-1025. Fee applies; inquire.**

ERROR CORRECTION TRAINING

is available by calling 507-455-1025. If you are required by a laboratory to proceed to Error Correction Training as is applicable in the case of a 'fatal flaw' simply call to arrange a 30 minute session to be completed via online resources. Small fee applies.

ALERT: BE AUDIT READY

Federal audits are indeed happening with great frequency. Are you prepared? Audits are meant as quality assurance under the DOT's testing program. **You can be 100% certain that you are ready for that spontaneous unannounced audit by calling (507) 455-1025 to schedule 60 minutes of time to run through what the audit entails and every detail of how your clinic can be prepared and flourish during the audit.** You will need a camera (i.e., phone or similar device) for your use during the session. I will 'walk with you' through every detail as you walk through the various sections of the testing site. Other items will be requested during your session (items relevant to audit-readiness). This session is not an audit – it to prepare you for readiness, understanding the audit procedures and expectations, and how to successfully accomplish an imposed audit. Expect to also conduct a mock 'problem collection' during your session. In the end, you will be provided with a display certificate for proudly displaying to the public. Call Elizabeth at 507-455-1025 to schedule.\$79 (prepaid).

(from Cover , **Dr. Emily Thompson**)

crease based on a few different factors. Some considerations to take into account are employee awareness, worksite productivity demands, and cost.

Awareness: Engagement may happen organically, but it is more likely that the provider will need to promote the service to increase awareness at the worksite starting with a process to launch a successful program. A big part of launching a program successfully is explaining why the program exists and its purpose. Communication, with the perspective of the managers and executives in mind, will give a positive first impression of the program and address their needs (financial savings, productivity, and well-being of employees). A separate communication to the front line staff will introduce the services, share why the services are important, and praise the company for helping their employees. It's also important to emphasize the program is voluntary and their health information will stay confidential.

Continued Engagement: Over time, providers walk the floor, observe, and talk to employees to encourage engagement in the program. Other options include hosting health talks for employees or meeting individually around workstation ergonomics. These tactics help encourage employees to engage through gaining awareness of the services even during seasonal shifts in employee demands. The employees may also gain understanding that their body working well in conjunction with their workstation arrangement will create a situation to perform optimally.

Another option to increase engagement over time would be to add services. The provider may be able to complete screenings, coach on various health topics, create walking groups, give nutritional advice, implement stretching programs, or coordinate with current employee health benefits. Through these activities, the provider gets more exposure to employees and gains their trust from sharing his or her knowledge and expertise.

Cost: Along with employee awareness and changing employee demands, cost is a factor in engagement. Some employers will fully fund the on-site program resulting in no cost to the employees. This approach removes the financial barrier to visit the provider and the patient is more likely to engage in proactive health care. In the WorkSiteRight program, over 50% of patients have never experienced chiropractic care prior to having an on-site program. Employer funded on-site programs are a great way to engage the employee population and providers can focus solely on improving the health of the employee.

Alternately, the provider can bill a third party payer for services delivered on-site. This arrangement is easier for a company to embrace since there is a minimal

financial investment on the employer side. The employee may be less likely to engage, though, because he or she will have to pay for the service. The provider would be responsible for fee collections and billing in this model.

The overall goal is to reduce the number of employees suffering from neuromusculoskeletal disorders, which also helps the company's bottom line. If the employer, employee, and healthcare professional work together, there will be positive health outcomes, increased work productivity, less injuries, and reduced expenses for the company. Sustained employee engagement will encourage the employer to continue onsite healthcare services and enhance employee health and well-being.

To learn more, Dr. Emily Thompson may be reached at 952.888.4777, ext. 834 or by email to emthompson@nwhealth.edu.

M.O.C. FOR DIPLOMATES: TRANSCRIPT REQUIRED

Doctors who attended the Corporate Wellness and Occupational Safety 6 hour program at Northwestern Health Sciences University on February 10, 2018 should provide their transcript as evidence.

Your transcript is required by the American Chiropractic Board of Occupational Health (ACBOH) and may be emailed or sent by USPS, as follows:

If by email: iacohc@gmail.com

If by USPS, mail to:

ACBOH

Attn: MOC

930 Crestview Lane

Owatonna MN 55060

Upon receipt of your official transcript, the ACBOH will update its database to reflect the number of hours designated on your transcript, to be counted toward Maintenance of Certification for your Diplomat status in the ACBOH.

Your transcript must be received no later than January 31, 2019. Please do not be mistaken about this requirement; only you can be responsible for providing your transcript to the ACBOH.

**“Best Seller”
from the
IACOHC**

There simply is no other comprehensive resource of this type available today to help doctors market chiropractic services for workplace safety, injury prevention, and employee well being.

“A Guide to Marketing Chiropractic & Occupational Health”

Looking for a “Get Started” resource? This is it. *There simply is no other resource like this guide.*

The single most best-seller among the (nonprofit) IACOHC’s resources for doctors, the *Guide to Marketing Chiropractic & Occupational Health Services to Employers* is jam-packed with easy to understand and easy to implement information, insights and tips, and everything you need to know for moving forward in communicating with local employers and with your outreach efforts.

And you will see that reaching out to employers does **not** have to be expensive, just smart.

Whether you have done much or little, or are still thinking about marketing to employers, this guide is for you.

BOTTOM LINE MATTERS

Learn how to make the very most of your marketing dollars and time.

This guide gives you all the information and guidance you need to communicate with local employers so that you can become the company’s chiropractic occupational health consultant.

Tremendous opportunity exists for the great chiropractic profession in service delivery to America’s businesses.

Marketing your services can be simplified; know *what* to do and *how* to do it to impact the companies in your area.

This manual reveals:

- ◀ Your value as an outside consultant
- ◀ Services to offer employers
- ◀ Differentiating from the competition
- ◀ Importance of building professional trust
- ◀ Market research and analysis
- ◀ Marketing DOT services
- ◀ Effective methods, tips, techniques
- ◀ Conducting needs assessment
- ◀ Specifically on-site chiropractic
- ◀ What employers need from the occupational health DC
- ◀ Maximizing your best marketing resource
- ◀ Best Practices/Mistakes to avoid
- ◀ Plan your marketing approach
- ◀ Worksheets
- ◀ Reaching the right person
- ◀ That first meeting
- ◀ Educating employers
- ◀ Positioning as the health/safety expert
- ◀ Responding to the “out of the blue” employer phone call
- ◀ Grabbing attention
- ◀ Think “Solutions”
- ◀ Reviewing losses for *root cause*
- ◀ And much more (including studies, etc.)
- ◀ Many new items added 2016

**Order today by calling
(507) 455-1025.**

\$99 (shipping waived) IACOHC/Council Members

\$129 + \$10 Shipping non-Members

VISA/MC/Discover or by check. (Sales tax as applicable.)

Check payable to: IACOHC

(Continued from pg. 5, *Educational Opportunities*)

ON-SITE CHIROPRACTIC FOR EMPLOYEE HEALTH & SAFETY, 30 HOURS, CERTIFICATE COURSE

Originally published in 2014, the postgraduate educational course *Chiropractic On-site Employee Health and Safety* has undergone an extensive revamp for a more content-rich program formatted for a greater learner-centered experience. Now in its final phase of review, the new course will be ready to publish toward the start of 2019.

The course is a 30-hour certificate program which includes a broad spattering of topics important to providing chiropractic care on-site a company for employee health and safety. Learn about applied ergonomics, operating an on-site center, psychological injury prevention, benefits of onsite chiropractic, employer challenges and strategies, transitioning to an on-site operation, proposing on-site chiropractic, structuring fees for service, medico-legal considerations, and so much more.

Course Instructors include Joseph J. Sweere, DC, DACBOH; Chad Henriksen, DC, DACBOH; and Elizabeth L. Auppl. While this course is created with the DC who wishes to have an on-site presence in the workplace setting in mind, the wealth of information presented throughout the 30 hour program will be of high value to the DC with any level of interest in the delivery of chiropractic services remotely (as in your clinic setting) or right on-site the workplace.

The Council on Occupational Health is a cosponsor of this course. To request specific notification by email from the Council on Occupational Health of when this course is published and ready for use, please call the Council at (507) 455-1025 to be placed on its notification list. This course comes highly recommended by the Council.

CHANGE IS IN THE AIR – THE DIPLOMATE PROGRAM REVAMP & REVITALIZATION

The long-standing individual course offerings of DVDs series of topics within the Diplomate program may or may not be available and some may be available for a very limited time as education for the specialty experiences significant changes.

The need to modify the full program so that topics in it address the current trends occurring in employee health and workplace safety prompts revision to it. As important, with technological changes occurring since the bulk of the program was recorded (some in recent and some in not so recent years) prompts the use of updated software that will also result in greater engagement for a learner-centered experience. A particular goal in the program's recreation is creating incentive for the learner to progress through courses with 'early reward' for participation and in a way that will appeal to employers.

Despite change happening, **be encouraged to get started or advance further** in the program. As mentioned, early reward is achievable. Before purchasing, please inquire about availability of a particular topic; this can be done by calling the Continuing Education Department of NWHSU at 952-885-5446.

INTERESTED IN THE OCCUPATIONAL HEALTH/SAFETY SPECIALTY BUT NOT SURE HOW TO GET STARTED?

Whether you have a modicum of interest or are just curious, or you have an employer who has recently begun talking to you about the condition of the workforce, or one who is knocking at your clinic door asking for help, you may wish to chat with Elizabeth L. Auppl, a 'cat with man hats' when it comes to the specialty. Elizabeth has walked alongside this specialty since 1986, encouraging, assisting, and motivating doctors for serving employers. She is happy to take your call to discuss what your first or next step might be. She may be reached at (507) 455-1025 during normal business hours or by email to iacohc@gmail.com. Sometimes, just a little bit of help or direction is all you need. (And if she cannot respond to a specific need, she will refer you to others who can.)

Disclaimer: Content appearing in this publication may or may not reflect the opinion or support of the Council on Occupational Health. All content is provided for the sole purpose of assisting the council in providing information, education, and resources to doctors holding any level of interest or involvement in the specialty field of chiropractic occupational health and safety for workplaces.

CALL TO ORDER
(507) 455-1025

BEYOND OSHA COMPLIANCE WORKPLACE SAFETY CHECKLIST AND TOOLS ASSISTS AND IN FACT, EQUIPS AND EMPOWERS THE SAFETY EXPERT AND TEAM TO CONDUCT THE WALKTHROUGH FOR SAFETY SAKE, AND NOT LIMITED TO BASIC OSHA COMPLIANCE. THE TOTAL FOCUS IS OVER-ALL SAFETY FOR PEOPLE IN THE WORKPLACE.

“BEYOND OSHA COMPLIANCE WORKPLACE SAFETY WALKTHROUGH CHECKLIST & TOOLS”

For use by the chiropractic occupational consultant

Chiropractic oriented edition.

Now you have an excellent resource to assist your efforts in conducting a safety walkthrough for the employer.

A well-balanced audit as this guide directs the expert consultant to accomplish, takes a full look at safety yet with the flexibility to tailor the walkthrough for a particular department, plant, or workstation(s) – whatever the organizational or managerial objectives are for conducting a safety audit.

More than just another checklist – this guide assists pre-audit planning and post-audit meeting where the team takes findings of the audit into consideration for improving safety by implementing administrative, engineering, operational, and policy controls and modifications.

Whether you want to be the primary lead in the process, or be the safety expert included in the audit team, you will have everything you need within the pages of this resource.

Your total focus will be on safety for people (including work ergonomics for the individual worker doing the work). Use this resource to identify and rate hazards and risks to physical safety. Now expanded to include tools and information for workplace psychological health (injury prevention).

Included in the guide:

- *Comprehensive audit checklist*
- *Pre-walkthrough meeting tips*
- *Hazards common to working alone or in isolation*
- *Immediate action required (where danger is imminent)*
- *Early detection of musculoskeletal injuries*
- *Mapping the walkthrough*
- *Post-meeting follow-up tips*
- *Why injury prevention programs fail*
- *Placing value on the outcome*
- *Workplace Psychological Health Preservation tools and information*

NEW!

We know that *compliance to governing frameworks* by itself does not ensure a workplace free of risks for injuries or illnesses; hence the value of a walkthrough safety audit at regular intervals.

(507) 455-1025

(Continued from pg. 2, **Elizabeth L. Auppl**)

importance to employers is that of those who participated, 73% of employees reported that they had experienced health improvements because of resilience training. Additional details were learned as well:

- ◁ Employees held high respect/appreciation for the employer who offered training;
- ◁ 88-90% reported that resiliency training would be beneficial to cardiovascular health, overall physical health and wellbeing, and mental health (including handling stress);
- ◁ Most valued components included: *handling difficult people; being calm when pressured; managing/coping with stress related to one's work; physical health improvement; and being able to identify the cause of stress*; and that,
- ◁ More intensive training formats as *personal coaching and group-training were more effective* (as opposed to online or computer based formats).

By this we observe that employee perceptions and appreciation for resiliency training are extremely positive; and we are reminded of the connection between psychological and physical health and wellbeing.

Forecasts are that employers will *very soon* be spending more on employee healthcare for mental disorders (injury and illness) than on healthcare for physical needs. The Chiropractic Occupational Consultant for employee health and safety would do well to learn more about how employers are working to incorporate the psychological health of workers into the physical safety/injury prevention program and policy. As physical injury prevention has long been a business priority mandated by OSHA, employers will choose to place greater, even prioritized emphasis on preserving the mental wellbeing of personnel. Today we learn of executives in Fortune 500 companies 'championing' psychological wellbeing, often in an effort to eliminate stigma within the organization. I am of the deepest conviction that this profession has great potential for so positively influencing that movement in our nation beginning at the local level. It's public health.

You might wonder, *what is the method for acquiring resiliency?* It is interesting the number of various models that are 'out there' but there are some common themes expressed by sources. Seems everyone has their four or seven or ten step process for becoming a person with real grit. However, the most common steps are: to engage in relationships with quality people – those who will stand by when adversity along; and, particularly concerning the role of the employer, create a 'caring environment'. More will be presented on this topic in the next issue of this newsletter including specific information about how the DC can step up in his or her own community to effectively assist people and organizations towards resiliency. The opportunity surely is available to you!

I hope you will plan to reserve your space in the upcoming **LIVE WEBINARS** sponsored by the Council on Occupational Health in 2019. **See page 4** of this publication for details. Please feel free to reach me at (507) 455-1025.

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FREE STUDENT WEBINAR

“PSYCHOLOGICAL WELLBEING – WHAT IT CAN MEAN FOR YOU RIGHT NOW, AND LATER IN PRACTICE”

A free webinar for chiropractic students is in its final stages of planning and will be hosted by Dr. Scott Bautch and Elizabeth L. Auppl.

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- ◁ *Encourage and motivate you (the busy student) in preserving your own psychological wellbeing during your demanding college years; and,*
- ◁ *How after college employers where you land in practice can benefit by your chiropractic service to assist a psychologically healthy workforce.*

Students enrolled in any chiropractic college are invited to participate. Students should watch for an announcement by email shortly informing about the date and time of this important webinar. The same announcement will be available on various student websites. Students may also feel free to reach the council at 507-455-1025 during normal business hours.

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THE BUSINESS CASE FOR CHIROPRACTIC INVOLVEMENT FOR WORKPLACE DRUG TESTING

- ◁ Testing is important to ensuring compliance to OSHA's general duty clause mandating employers to provide their employees with a place of employment that is "free from recognized hazards that are causing or are likely to cause death or serious physical harm." OSHA further states that employers who legally test employees do so to promote workplace safety and health.
- ◁ DOT substance testing rules apply to every state.
- ◁ Most employers enjoy financial benefits as reduced workers' compensation premiums for having a workplace testing policy.
- ◁ Testing assists workplace accident investigation processes.
- ◁ Because of Chiropractic's long established reputation for providing substance testing services under the Dept. of Transportation's program and/or under Drug-Free Workplace (employer) programs, employers assume the local DC will conduct tests.
- ◁ While it is largely based on market availability and level of business, a fair number of DCs report up to \$200k in revenues generated by providing DOT services alone.
- ◁ DOT drug/alcohol testing applies in every state.
- ◁ Federal testing rules (49 CFR Part 40) directly impacts NON-DOT workplace testing; while state law frames NON-DOT workplace testing, at least 20 states' laws require NON-DOT workplace policies to follow DOT rules and procedures. Even so, most employers prefer to shape their NON-DOT policy to 49 CFR Part 40 because it is a 'well-oiled machine'. Furthermore, influenced by the DOT's recent decision to test for prescription opioids, NON-DOT testing may also (where state laws permit). Intention: identify misuse and ensure safety.
- ◁ Under the DOT's program, audits ensure quality in testing and ensure the public is competently being served.
- ◁ Employer testing programs in most cases involve a referral of an employee to professional treatment services (i.e., in the case of a positive test result). In addition to an employer's referral of a worker to professional substance abuse treatment, people with co-morbid mental health disorders may also access mental healthcare – care they otherwise may not have pursued on their own.
- ◁ Many studies conducted have shown that up to 70% of people receiving treatment are successful in moving away from substance use/abuse.
- ◁ Lives can be saved via workplace testing programs.
- ◁ Many employer programs include testing for prescription opioids for identifying misuse, as well as for ensuring the safety of the individual. This is especially true with DOT testing.
- ◁ DCs interviewed to learn how they gained access to employers for providing an array of services for employee health/safety, frequently reported that in providing DOT services, they were also asked about other services.
- ◁ Quest Diagnostics, the largest global specimen testing laboratory, reports that the positivity rate for illicit drug use/abuse is at a 12-year high. Cocaine use in the transportation industry has escalated; cocaine use in general has escalated.
- ◁ Testing is a service any trained and qualified DC can provide; staff may also become equally trained and qualified.
- ◁ Substance use/misuse/abuse in the U.S. is a public health problem that invades our workplaces; the World Health Organization (WHO) states that "occupational health is vital to public health". Workplace testing programs impact public health at the local level. DCs involved in serving employers' needs for employee health and work safety likewise make a positive impact on the health of the people in the community.
- ◁ The U.S. accounts for about 5% of the global population, yet consumes approximately 60% of the global supply of illicit drugs. The need for more testing sites is great.
- ◁ Finally, and of great importance, serving employers' testing needs has a longstanding and proven history of further opening the door for the DC to expanding chiropractic services for employee health and workplace safety. (See page 5 for meeting DOT requirements for training or call 507-455-1025 for info.)

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