

Presentation Title	Place in Schedule
Preventive care utilization: Association with individual- and workgroup-level policy and practice Perceptions	Concurrent Session 2.4 <i>Day 2 – Wednesday</i> <i>May 9th, 2018</i> <i>2:30 – 3:45pm</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>Statement of the problem: Preventive medical care may reduce downstream medical costs and reduce population burden of disease. However, outside of demographic characteristics, correlates of preventive care are poorly studied. This study examines how four types of organizational policies and practices (OPPs) are associated with individual workers' preventive care utilization.</p> <p>Methods: We used data collected in 2012 from 755 hospital patient care workers, grouped in 84 units at two hospitals in Boston. Via survey, we assessed individuals' perceptions of four types of OPPs on their work unit—safety practices, ergonomic practices, people-oriented culture, and flexibility. We linked the survey data to a database containing detailed information on medical expenditures. Using multilevel models, we tested whether individual-level perceptions of each OPP, workgroup-average perceptions, and combined individual-and workgroup-level perceptions were associated with individual workers' preventive care utilization (measured by number of preventive care encounters over a two-year period). Preventive care encounters included annual physical exams, cancer screenings (breast, cervical, colon, prostate), vaccinations, routine gynecological care, screening for chronic conditions (diabetes, hyperlipidemia), and genetic screening.</p> <p>Description of subjects: Of the 755 workers in the analytic dataset, 80% were non-Hispanic white and 93% were women (Table 1). Participants were evenly distributed by age. 85% were staff nurses and 9% were patient care associates, a low-wage position. 30% worked day shifts, 5% worked evenings, 24% worked nights, and 40% worked rotating shifts.</p> <p>Results: Adjusting for demographic and occupational characteristics, better individual-level perceptions of workplace flexibility were associated with more preventive care utilization. Better average unit-level</p>	Erika L. Sabbath, ScD <i>Boston College</i>

perceptions of people-oriented culture, ergonomic practices, and flexibility were associated with more preventive care utilization. When assessing group- and individual-level perceptions simultaneously, higher workgroup-level perceptions of ergonomic practices and people-oriented culture, and higher individual-level perceptions of flexibility, were associated with more preventive care utilization.

Conclusions: Workplace policies and practices supporting flexibility, ergonomics, and people-oriented culture are associated with positive preventive care-seeking behavior among workers, with some policies and practices operating at the individual level and some at the group level. Improving the conditions of work could impact employers' health-related expenditures and improve workers' health-related quality of life, promoting Total Worker Health.