

Presentation Title	Place in Schedule
Total Absence Management Pilot Program at Johns Hopkins Hospital	Concurrent Session 2.5 <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>(a) a statement of the problem or challenge being addressed; Currently, absence management at Johns Hopkins is fragmented and operating independently without adequate communication and a clear picture of the number of people who are not working and for what reason (WC, FML, STD...etc).</p> <p>(b) methods, approach, tools, instruments, or procedures, where applicable; JHH has had success for the combined 30+ years with our WC program and EHWC clinic. This success can be attributed to the nurse case manager who is navigating and coordinating care and internal and external resources for the employee (care management).</p> <p>(c) a description of the program or intervention, where applicable; Through coordination of all internal and insurer absence management resources, the nurse case manager will provide an integrated approach for a return to work/stay at work management process. This approach will increase productivity and maintain work processes by decreasing lost work time and daily operating costs for the employer. It will provide employees with more options for returning to work and provide cost control by reducing direct and indirect cost impact due to absences. By integrating resources for absence management and immediately engaging the employee in the return to work process, we create a cost effective, positive, win-win work environment for both the employee and employer.</p> <p>(d) a description of subjects, participants or audience, as appropriate; Subjects- Department of surgical nursing Participants/ Audience- Nurse practitioners, Nurses, Case managers, Occupational medicine physicians, HR, ADA, leave managers</p> <p>(e) the outcomes, analyses, and/or results;</p>	<p>Nimisha Kalia, MD, MPH, MBA <i>Johns Hopkins University</i></p> <p>Frances Humphrey-Carothers, BSN, MSN, ANP <i>Johns Hopkins University</i></p>

We created a novel dashboard that will be used by the NCM and will assist in quantifying and managing the number of employees that are absent at any particular point in time and the reason.

(f) practical/theoretical implications, and conclusions, as appropriate.

JHH is in the process of piloting the Total Absence Management program for the department of surgical nursing. Our goals with this pilot program would be to identify gaps in communication, present the total number of absences for particular reason and provide a cost analysis for leadership.