Migraine@work: Un problème sous estimé et une chance pour la GSE

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MIGRAINE is a distinct neurological disease, it is a complex condition comprising a wide variety of symptoms\textsuperscript{3,4}

It's a lot more than "just a headache"

- Throbbing pain
- Disturbing and blurred vision ("aura")
- Sensitivity to light, sound and smells
- Feeling sick and vomiting

Attacks can last from 4 hours to 3 days making them unpredictable and unstoppable\textsuperscript{5,6}

What is migraine?
Migraine is the 3rd most common disease in the world, affecting 1 in 7 people globally. People living with migraine are mainly in their prime working years and 2-3x more likely to be women. It is the single highest cause of years lived with disability amongst age 15-49.
There are approximately 1 million people in Switzerland who live with migraine.¹

The majority of them work.²

Support is required.
The effect migraine has on the workplace is significant – both on productivity and employee well-being.

How does it affect employers?

- ~12% of Swiss people are estimated to live with migraine\(^1\)
- ~2% of annual payroll may be directly impaired by migraine\(^12\)
- 15m+ CHF Annual impact on productivity for a Novartis-like company in Switzerland (12,500 HC)\(^13\)

The effect migraine has on the workplace is significant – both on productivity and employee well-being.
Novartis in Switzerland has taken action
The Migraine Care Program

The program focuses on key needs of employees living with migraine by...

- increasing understanding ...
- and offering direct independent support
Migraine introduced as new topic on the Energized for Life platform

Message of Vasan Narasimhan (CEO)

Video message from leadership expressing support for program

Brochure on Migraine

Recording of lecture on Migraine from Dr. Gantenbein

Inspiration for information booths
Medgate at a Glance – The Digital Doctor’s Visit

Medgate Tele Clinic
- 24/7, D, F, I, E
- Medical consultations with a range of specialists
- Completed treatment in half of all cases
- Services: prescription, medical certificate, referral, image diagnosis and more
  - Care by a Medical Assistant; a doctor is connected via video link if required.

Medgate App
- Appointment booking for phone and video consultation up to 48 hours in advance
- Digital treatment plan
- Triage recommendation based on artificial intelligence

Medgate Mini Clinic
- Walk-in medical practice
- Competent medical care and a wide range of clinical services (internal medicine, dermatology, cardiology etc.)
  - Care by a Medical Assistant; a doctor is connected via video link if required.

Medgate Partner Network
- Foundation, currently more than 2,200 members
- Physician in all specialties and clinics (ca. 80%), primary care providers and pharmacists (ca. 20%)
  - Including occupational medicine specialists, psychologists and nutritionists
Business needs

- **Company health management**
  - Healthy staff
  - Fewer sick days
  - Illness prevention

- **Company doctor**
  - Fit to work examination
  - Check-ups
  - Vaccinations

- **Additional benefits**
  - 24-hour access to medical advice
  - Offer for corporate travelers staff
  - Offer for families
Healthcare services at a glance

**Consulting and planning**
- Company-specific health plan
- Pandemic management
- Information events, presentations, seminars on: Movement/fitness/sport, back/musculoskeletal system, nutrition, mental health etc.

**Illness prevention**
- Individual check-ups and analyses
- Vaccination advice and implementation
- Medical advice for travel, nutrition advice, pandemic hotline etc.
- Working Mum Hotline (pregnancy advice, paediatric advice)
- Burnout Hotline
- Company-specific Medgate App

**(Acute) medical care**
- Emergency cover through Medgate Mini Clinic
- Provision of staff training
- Emergency management
- 24/7 tele- and video consultations for adults and children (including family members) at home and abroad
- Fast Lane
- Medication ordering
- Workplace medical examinations
- Priority access to the most extensive Swiss-based medical network

**Rehabilitation and integration**
- Care programmes (e.g., migraine)
- Tele-medical follow-up care after hospitalisation or long-lasting illnesses (physical and mental)
Migraine Care in action: Program logic

Day 0
- 1st call w/ nurse
  - Check migraine or headache
  - Program explanation
  - Introduction Migraine Buddy

Day 30
- 1st coaching call
  - Patient anamnesis
  - Discuss objectives and expectations
  - Start with first action plan
- Tele-doc. call

Day 60
- Ongoing coaching calls
  - Personalized coaching with individualized action and lesson plans adapted to migraine management goals
  - Possibility to set reminders
  - Questions and analysis of reports

Day 120
- Calls every 4 – 6 weeks

Day 150

Day 180

Day 210

Day 300
- Exit call
  - Discuss improvements and behavioral change
  - Program satisfaction
Migraine Care in action:
Coaching and lesson plans

Find your closest relaxation room
By today
There are three relaxation rooms available close to your work location. You never now when you need it, but once you do, you will be better prepared if you know where to go.
Did not complete ★ Completed

Ergonomie am Arbeitsplatz
By today
Nutzen Sie die Kenntnisse vom Fachmann für Ergonomie, denn als Mitarbeitende von Novartis steht Ihnen eine Beratung zur Verfügung. Buchen Sie Ihren Beratungstermin.
Did not complete ★ Completed

Sleep and Migraine
Day 1
Sleep is one of the top recorded migraine triggers in Migraine Buddy.
Practising good sleep hygiene is one of the ways to ensure quality sleep and reduce your chances of migraines.
Watch Guided Sleep Meditation

Stress and Migraine
Stress can cause migraine, chronic pain creates more stress, and so the cycle continues. And, to add insult to injury, if your body is accustomed to constant stress, a weekend off can result in a “let down” migraine when your stress abruptly lowers.
Learn more about relaxation and how you can integrate an exercise into your work routine.
Watch the exercise

Attend a yoga class on campus
Your gym offers three yoga classes a week, register for a class and try it.
Did not complete ★ Completed

Adopt healthy eating and drinking habits
Learn to reduce stress levels
Choose the right type of exercise
Manage migraine attacks at work
Identify support options at work
Migraine Care in action: Patient Perspective
Evolution of the Novartis corporate wellbeing program over time

**Fitness & Nutrition**

**Lifestyle**

**Mental Health**

- Mindfulness
- Sleep
- Migraine
- Burnout + Depression
What is our experience so far?

700 coming up to engage at migraine pop-up booths
7 minutes spent on average on educational website
320 NVS associates enrolled in first six months
31% of participants first time medically diagnosed\(^\text{14}\)
75% affected to a degree where doctor consultation is recommended, showing severe cases use program\(^\text{15}\)
The program is easy to adopt and integrate into your Wellness program

Minimum effort with a plug-and-play solution...

- **Seamless integration** into your corporate well-being program
- **Independent service providers** are ready
- Awareness and **educational materials** are available and can be updated to your design

... and a great opportunity for your company and employees

- **Program costs** per participant are ~800 CHF (if service is used for six months)
- The program **breaks even** at Novartis if participant is impaired 1.5 days less a year (participants are on average 30 days / year impaired)
- The nurses confirm that all participants show **areas to improve** their migraine management and outcomes
REFERENCES

1 Schweizerische Kopfwehgesellschaft (2013) Migräne
2 Buse et al. (2010) Sociodemographic and comorbidity profiles of chronic migraine and episodic migraine sufferers
7 The Migraine Trust (2018) Key facts and figures about migraine Accessed September 2018
9 Woldeamanuel and Cowan (2017) Migraine affects 1 in 10 people worldwide featuring recent rise Journal of the Neurological Sciences
10 Lipton et al. (2007) Migraine prevalence, disease burden, and the need for preventive therapy NEUROLOGY
11 Steiner et al. (2018) Migraine is the first cause of disability in under 50s: will health politicians now take notice? Journal of Headache and Pain
12 Vo et al. (2018) Patients’ perspective on the burden of migraine in Europe Journal of Headache and Pain
13 Migraine Burden for employers was calculated using the Disease burden calculator (GLNS/AMG/0192c)
14 55 participants entering program likely to be migraine, not yet medically confirmed (out of N=176)
15 75% score at least MIDAS Grade II, for which doctor discussion is recommended (Note: based on preliminary analysis of a random subset (N = 38) and results may change following analysis of full dataset).