The Impact of Migraine on the Workplace

**MIGRAINE IS MORE THAN JUST A HEADACHE, IT IMPACTS YOUR BOTTOM LINE**

Migraine is a complex, serious, and debilitating neurological disease, impacting individuals during the formative and most productive periods of their lives, with high direct and indirect costs to employers.

**QUICK FACTS ON MIGRAINE**

- ~ 31 million Americans suffer from migraine
- Migraine is one of the leading causes of years lived with disability worldwide
- Approximately 1 in 4 households has at least 1 member who is affected by migraine
- Migraine is over 3 times more common in women than in men
- Migraine prevalence peaks between ages 30 to 39, when individuals are most active in their employment and have significant work and family responsibilities
- People with migraine incurred ~ 2.5 times higher total annual health care costs vs those without migraine
- The incremental direct and indirect costs of migraine patients vs non-migraine patients is nearly $9,000 annually
- A single migraine attack can last up to 72 hours, but the physical limitations of a single migraine cycle can impact patients for up to 7 days

**WHY SHOULD EMPLOYERS CARE?**

- The impact to employers is substantial. An employee with chronic migraine can lose up to a full day of work in lost productive time over 2 weeks
- In the United States, the total indirect cost associated with migraine is ~ $11 billion, of which 80% is directly due to absenteeism
- Preventive therapy is effective for some patients. Studies indicate that ~ 45% of patients receiving preventive therapy will experience a reduction in the mean monthly frequency of migraine attacks by ≥ 50%. Even though there is a potential benefit in using preventive therapy, data suggest that it is underutilized. As many as two-thirds of patients who qualify for preventive therapy do not receive it
- Around 74% of individuals discontinue first-line oral preventive therapy within 1 year of treatment
WHAT CAN EMPLOYERS DO?

Migraine can impact employees’ health, work/life balance, and productivity.7,15,18 Here are several strategies an employer can implement to help manage the frequency and severity of their employees’ migraine:

Provide migraine support services to employees, including a migraine education program and migraine-friendly on-site resources19

- Improve migraine awareness and diagnosis education
- Provide information to enhance migraine self-care
- Provide tools to seek out appropriate medical care and/or lifestyle changes

Provide workplace environment accommodations

- Offer stress management resources19
- Provide a quiet, dark room for employees to rest20,21
- Support employees in seeking help and treatment

Encourage/require your health plan, pharmacy benefit manager, employee assistance program, and others to support long-term treatment goals of migraine that22

- Reduce attack frequency, severity, and disability
- Reduce reliance on acute treatments
- Reduce headache-related symptoms

For more information on migraine, visit www.scienceofmigraine.com

Employers have tools and tactics available to help employees manage their migraine18