Dr. Ray Fabius to Discuss Future of OEM at AOHC

ACOEM member Ray Fabius, MD, will discuss "The Future of OEM and the Transition to Cultures of Health" at this year's AOHC, to be held in Chicago in April.

We recently caught up with Dr. Fabius to learn more about this topic and his perspectives on OEM as the meeting approaches.

Q: 2016 marks the 100-year anniversary of ACOEM, and your topic suggests things are really changing. What do you think is the most fast-moving change in OEM these days?

A: Internationally we are positioned to bring the rest of the world’s workplaces up to our standards. Domestically OEM is transitioning from workplace hazards, illnesses and injuries to maximizing the performance of workforces by implementing population health and creating corporate and even community cultures of health.

Q: You and other OEM leaders often refer to a "culture of health" -- what are some of the most important elements that go into such a culture?

A: It is now possible to create environments and organizational imperatives that increase the likelihood that an employee (or for that matter a dependent) will choose the healthy option. My recent research has uncovered over 200 elements or activities that benchmark organizations can do to achieve this. By doing so, health care costs flatten or even decrease, the workforce gets healthier and performance and productivity improves.
Q: You recently published some fairly groundbreaking research about health in the workplace and its impact on company performance in the marketplace -- can you tell us just a little bit about that?

A: With the publication of the three articles in the January edition of JOEM we now have published 13 different financial simulations or models documenting a strong correlation between companies that focus on the health, safety and wellbeing of their employees and outperform in the stock market. The first paper on this demonstrated that a portfolio of ACOEM’s Corporate Health Achievement Award Winners significantly outperformed the S&P index. The recent research demonstrated similar out-performance by C. Everett Koop Award-winning employers and HERO self-assessment high-scoring companies.

Q: As you prepare for your speech at AOHC, what is the thing that gives you the most optimism about being in OEM at this point in our profession’s history?

A: The potential influence of trusted clinicians at the workplace is extraordinary whether you are evaluating each patient interaction or at the highest levels of an organization. A recent Wall Street Journal article by Dr. Agus – one of the physicians who unraveled the human genome – may have said it best. The title of his piece was "Saving Corporate Cash by Hiring a Chief Health Officer." The opportunity to do well while doing good is now exponentially greater.