Who bears the costs of occupational asthma?

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Most workers with occupational asthma who remain exposed to the causative agent have accelerated loss of FEV₁, and recover less when eventually removed from exposure than those removed within the first year of occupational asthma symptoms. The reasons for this are not obvious, as most childhood onset asthmatics remain exposed to the causative allergens and infrequently develop severe airflow obstruction later in life. It is possible that the timing of exposure related to the maturity of the immune system is critical, and the development of a degree of tolerance is more common in childhood than later in life. Whatever the reasons, the recommendation for removal from exposure within a year of first occupational asthma symptoms is based on good evidence.

There are therefore costs generated by the development of occupational asthma. The employer loses a worker and perhaps production, has costs involved in replacement and retraining, and may have an increase in insurance contributions. The worker loses income, particularly in the third of workers in whom relocation fails and unemployment results. Finding a new job often results in a lower income. Finally, the state usually provides financial assistance for those without work and retraining, and may have an increase in insurance contributions. These costs have been modelled in a paper by Ayres et al. for typical UK male and female workers with occupational asthma due to isocyanates, flour or grain and latex or glutaraldehyde. The methodology used the number of new notifications of occupational asthma to the SWORD surveillance scheme in 2003, a voluntary reporting scheme for respiratory physicians incorporating data from the occupational physicians reporting scheme OFRA, and estimated costs incurred over the lifetime of the disease from the point of first diagnosis (an incidence-based approach). The total lifetime costs for Great Britain in 2003 were then distributed between those incurred by the individual, the employers and the government. The costs were based on estimates from the literature rather than directly measured data, and included data from several European countries including the UK as well as USA and Canada. The average worker with occupational asthma was estimated to take about 4 days extra sick leave per year, with a quarter staying in the same job, a quarter being relocated with the same employer, 15% finding a job with a new employer and 35% remaining unemployed or retiring. Total lifetime costs were estimated between £94 000 and £190 000, being more for men than women, and more for workers sensitised to latex or glutaraldehyde than flour or grain. These estimates were extrapolated to the estimated 631 new workers with occupational asthma in 2003, giving lifetime costs for the 2005 cohort of £71.7 to £100.1 million. These figures are clearly estimates and may be some way from the true costs; however, the most interesting conclusion was the distribution of the costs between worker, employer and government, with the employer bearing only 3–4% of the total cost and the remainder being borne fairly equally between worker and government. Occupational asthma is clearly a bad disease for the worker and the government, the employer having little financial incentive to control the cause.

There are two main approaches to reduce the impact and costs of occupational asthma, either reducing the incidence or limiting its consequences. Occupational asthma is a preventable disease. Glutaraldehyde asthma in the UK has vanished at little extra cost, initially following limitation of glutaraldehyde use and then its replacement for cold sterilisation. The replacement of latex with nitrile and other materials for gloves was delayed while the costs of replacements decreased, latex asthma now being uncommon in UK medical practice. Both these examples have taken many years from the identification of the problem to its control. Flour in bakers and isocyanates in moulders and painters have been more difficult to control; both still remain common causes of occupational asthma.

The medical consequences of occupational asthma are reduced by early removal from exposure, which can be enhanced by medical surveillance detecting early disease. In the UK, occupational health is not part of the National Health Service, is not compulsory and when provided is managed by individual contracts between employer and provider. Many of these do not include management of surveillance failures contributing to the delay in diagnosis even when surveillance is in place. Reducing the impact of occupational asthma, and therefore reducing the lifetime costs of occupational asthma, will depend upon the active involvement of the employer and the government, and the development of evidence-based surveillance.
costs, requires the return of the worker to employment without loss of productivity or income for the worker. For those who wish to work again, proper assessment of the workers’ abilities and preservation of income while retraining is surely the way forward. This requires a change in many compensations schemes away from providing a regular pension for many years to compensation focused on support during retraining and return to work.

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