

## Case Study:

# Axiom Medical's Dual Physical + Mental Health Assessment Approach

## The Importance of Mental Health in Occupational Health:

Up to 60% of employees who sustain a work-related injury may have experienced behavioral health symptoms prior to the injury. However, employers typically have no knowledge of their employees' past mental health history, and employees do not want to tell their employer about mental health challenges for fear of judgement. As a result, employees are often left to deal with their mental health issues on their own, which can have a significant impact on their physical health and work performance.

## Axiom Medical's Unique Approach:

Axiom Medical is the only occupational health provider that has made a dual physical + mental health assessment standard for **all** new injury cases. By incorporating mental health assessments, Axiom Medical can identify pre-existing behavioral health symptoms that could impact an employee's recovery from a work-related injury.



## A Specific Case Example:

In a recent case, a 24-year-old male assembler in the manufacturing industry sustained an elbow strain injury while on the job. When he called the 24/7 Axiom Injury Hotline to report his injury, he revealed that he had a history of PTSD from his time serving in combat in Afghanistan with the United States military. Additionally, he had ADHD and was experiencing passive suicidal ideations at the time of the injury.

Axiom Medical's intake injury case management nurse conducted a dual physical + mental health assessment and determined that the employee was experiencing moderate mental health distress. The nurse referred the employee to Axiom Medical's Behavioral Health services, where a behavioral health nurse completed a K6 screening and found that the employee was in severe distress.

The behavioral health nurse provided mental health first aid recommendations and reviewed the employee's mental health safety plan. The nurse identified strong support from the employee's family and provided additional resources to assist the employee in making further health arrangements with the VA.



## The Value of Axiom Medical's Approach:

Had the employee not had access to Axiom Medical Behavioral Health services, made available to him by his employer, the employee could have ended his life by suicide, which has direct and indirect implications for the employer, including the psychological impact on other colleagues, public perception of the brand, and productivity losses. By investing in Axiom Medical's Behavioral Health services, the employer invested in the employee's health and well-being.

The employee expressed his appreciation for the behavioral health nurse's help, saying, "Thank you so much for helping me." Axiom Medical's approach removes the barrier of having to raise one's hand and admit they are struggling.

## Conclusion:

Axiom Medical's unique approach of performing dual physical + mental health assessments has proven to be effective in identifying pre-existing behavioral health symptoms that could impact an employee's recovery from a work-related injury. By investing in Axiom Medical's Behavioral Health services, employers invest in their employees' health and well-being while also potentially reducing costs associated with work-related injuries. The value of Axiom Medical's approach cannot be overstated and should be considered by all employers.



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## Axiom Medical is Here to Help!

With two decades of experience in employee total health programs and population health management, we can help your organization with any workplace healthcare needs.