

Post-traumatic stress disorder study

Assistant Commissioner Jessica Stimac

History of PTSD in workers' compensation

October
2013

Post-traumatic stress disorder (PTSD) is designated as an allowable occupational disease in Minnesota when it arises out of and in the course of employment. This is the only mental-mental injury recognized in Minnesota's workers' compensation law.

January
2019

Rebuttable presumption is effective where a diagnosis of PTSD is presumed to be work-related for: licensed police officers; firefighters; paramedics; EMTs; licensed nurses employed to provide emergency medical services outside of a medical facility; public safety dispatchers; correctional officers or security counselors employed by the state or a political subdivision at a corrections, detention or secure treatment facility; sheriffs or full-time deputy sheriffs of any county; and members of the Minnesota State Patrol.

May
2020

The Department of Labor and Industry (DLI) adopts treatment parameter rules to establish mental health treatment criteria for PTSD in a workers' compensation claim.

PTSD study

2023

At the recommendation of the Workers' Compensation Advisory Council, the Minnesota Legislature passed House File 2988, requiring DLI to conduct a study to identify systemic or regulatory changes to improve the experience and outcomes of employees with work-related PTSD. The study is due Aug. 1, 2025.

At a minimum, the study must:

1. identify evidence-based methods and best practices for early detection and treatment of PTSD;
2. review models, including those used in other jurisdictions and systems, for delivering mental health wellness training or employee assistance programs, treatment for PTSD and benefits related to PTSD (review must include outcomes and cost considerations);
3. identify any programs in other jurisdictions with effective prevention, timely and effective medical intervention or high return-to-work rates for employees with work-related PTSD;
4. review the definition of PTSD provided in Minnesota Statutes § 176.011, subdivision 15, paragraph (d), and compare it to the definitions in other jurisdictions; and
5. consider the list of occupations subject to the rebuttable presumption in Minn. Stat. § 176.011, subd. 15, paragraph (e).

Partnership with the University of Minnesota

- DLI has partnered with the Midwest Center for Occupational Health and Safety (MCOHS) at the University of Minnesota to complete the study.
- Dr. Bruce Alexander, from the University of Minnesota School of Public Health and deputy director of MCOHS, will introduce his research team and lead this meeting to update stakeholders about the post-traumatic stress disorder study.

Meeting structure

- Presentation from University of Minnesota research team
- The research team will answer questions at the end of the presentation. Participants can submit questions directly to the moderator at any time during the presentation using the chat function (note: only the moderator can view submitted questions).
- After both informational meetings, DLI will compile the questions and answers for FAQs on its website (dli.mn.gov/business/workers-compensation/post-traumatic-stress-disorder-study).
- Presentation slides will also be available on the webpage after both informational meetings have occurred.

Stakeholder involvement

The Department of Labor and Industry appreciates your interest in the ongoing PTSD study. Interested stakeholders are welcome to:

- visit DLI's PTSD study webpage (dli.mn.gov/business/workers-compensation/post-traumatic-stress-disorder-study) to learn additional information about the study;
- submit feedback using the [Workers' Compensation PTSD Policy form](#) (also located on DLI's PTSD study webpage) – comments received on the form will be reviewed by the research team;
- email Emily Streier, DLI Office of General Counsel, and Katherine Drake, DLI Research and Data Analytics, at ptsdstudy.dli@state.mn.us to offer additional comments or information; and
- [subscribe](#) to receive updates about the PTSD study, including future opportunities for outreach and engagement as the work on the study progresses.

Thank you

Assistant Commissioner Jessica Stimac