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### **Design, construction, and management of a comprehensive employee research database: the PERDS study of the Harvard Center for Work, Health, and Wellbeing**

Since 2007, the Harvard Center for Work, Health, and Wellbeing (a NIOSH TWH Center of Excellence) has worked in partnership with Partners HealthCare, the largest employer in Massachusetts, to establish a research cohort of patient care workers at two of the health system's world-renowned hospitals. This open cohort, called PERDS (Partners Employee Research Database & Study) consists of approximately 13,000 workers to date (growing by about 1,000 people per year) and involves an integrated, longitudinal, administrative database linked with periodic surveys of employees. Types of administrative data, at both individual and workgroup levels, include: occupational injury and workers' compensation; health plan spending and utilization; employee workload and productivity; payroll and scheduling; workplace policies and practices at both unit and hospital levels; and, in the upcoming phase, patient outcomes data. The partnership and database and the research and practice insights that have emerged from them can serve as a model for other occupational health practitioners about methods for harnessing administrative data and translating it into robust scientific data and then into research and practice insights. This session will focus on 1) practical strategies for building the researcher-employer relationships and data management capacities to construct, administer, and maintain a database like PERDS, including lessons learned; 2) presentation of PERDS' structure and function, with a focus on incorporating different types of data into the database and ideas for how such a structure could be replicated in other settings; and 3) a brief synopsis of scientific insights gained from PERDS, future plans for its growth, and opportunities for collaboration between the PERDS team and other occupational health scholars. This project contributes to the NORA Healthcare and Social Assistance sector and the Cross-Sectors of Healthy Work Design and Well-being and Musculoskeletal Health.



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