WELLNESS INITIATIVES
Employer Cost Containment Strategies

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Healthcare Quiz

Please Answer

True or False
Question: The cost of American health care is rising so rapidly that it is predicted to reach $4.2 trillion by 2015

True or False?
• According to experts at the Center for Medicare and Medicaid Studies, it is predicted that health care costs in the U.S. will indeed reach $4.2 trillion by 2015. If left unchecked, health care will become the largest segment of the economy with no end in sight
Question:
In 2007 our total spending on health care was $1.4 trillion

True or False?
False

In 2007 our *total spending on health care was $2.3 trillion.* That comes to $7,600 for every American man, woman, and child—or more than $30,000 a year for a family of four.
Question:
It is estimated that chronic illnesses presently account for 75 to 80 percent of America's total health care bill

True or False?
True is correct.

According to national expert, Dr. Michael O'Donnell, Editor-In-Chief of The American Journal Of Health Promotion, it is estimated that chronic illnesses presently account for 75 to 80 percent of America's total health care bill. In another decade, as the baby boomers reach older age, the incidence of those illnesses and the costs of managing them will increase enormously.
An estimated 69% of Americans take at least one prescribed medication every day

True or False?
False is correct.

According to Dr. Andrew Weil in his book, "Why Our Health Matters," an estimated 81% of Americans take at least one prescribed medication every day.
The cost of health care has increased to 152 times what it was in 1950

True or False?
False is correct.

The cost of health care has increased to 274 times what it was in 1950 even though the average cost of all other goods and services has increased only 8 times.
Half of all American men and one-third of American women will develop cancer at some point in their lives

True or False?
True is correct.

According to the American Cancer Society, half of all American men and one-third of American women will indeed develop cancer at some point in their lives. Simple preventive measures like exercising and eating right can significantly reduce the incidence of cancer in both men and women.
Almost 25% of American hospitals have fast food restaurants on their premises

True or False?
**False** is correct.

According to Dr. Andrew Weil, *almost 40% of American hospitals have fast food restaurants* on their premises.
The typical cost of a prescription in the U.S. is $70

True or False?
True is correct.

The typical cost of a prescription is $70 in the U.S. Moreover, a hospital room will run you up to $1,700 per day and a routine adult visit to an emergency room costs about $700. If you have a heart attack, you can expect to spend $45,000 to $50,000.
One of every five Americans already has so much medical debt that he or she is paying it off over time

True or False?
True is correct.

According to Dr. Andrew Weil in his book, "Why Our Health Matters," one of every five Americans already has so much medical debt that he or she is paying it off over time.
Obesity is the leading cause of death in America today

True or False?
False

Smoking is the leading cause of death in America today killing more than 430,000 people annually
Objectives

• Review definitions of wellness
• Explore the benefits of wellness for corporations
• Consider the benefits of wellness for the employee
• Learn what a comprehensive wellness program looks like—elements to include
• What is wellness?
  – Wellness is...
    (list word descriptions)
Wellness is...

- Feeling good
- Being physically active
- Eating well
- Being happy
- Taking responsibility for your own health
- Getting adequate rest and relaxation
- Having a healthy weight
- Emphasizing prevention more than cure
  - *Ideas expressed in previous classes*
Definitions

- Reactive care
- Proactive care
- Prevention
  - *Primary Prevention*
  - *Secondary Prevention*
  - *Tertiary Prevention*
Reactive Care

• Seeking medical care after you have a problem or get ill

• What percent of health care is reactive? (99%)

• Problems with reactive care:
  – Much damage has already occurred
  – Treatment is very expensive

Source: JAMA, Protecting Health, Sept. 21, 2005
High Cost of Reactive Care

- Cost of a heart attack, stroke, or by-pass surgery?
- Cost of a back injury?
- Cost of treating diabetes for 30 years
Proactive Care

Taking action early to prevent disease or minimize complications

- Prevention
  - Primary prevention
  - Secondary prevention
  - Tertiary prevention
- Health promotion
Proactive Care or Wellness

- Where can people go for proactive care?
- What healthcare entities provide wellness care?
- Who takes responsibility for promoting personal wellness?
- Who has the most to gain from promoting personal wellness?
Why Employers Pursue Wellness

- Worksite health promotion helps...
  - Attract good workers in a competitive market
  - Improve productivity (reducing absenteeism and lost work time due to illness and disability)
  - Improve on the job performance and time utilization (reduce “presenteeism”)
  - Improve employee morale and foster organizational commitment
  - Reduce conflict and build goodwill toward management
  - Reduce employee turnover
  - Reduce health care costs
Employer Survey Results

- Top reasons given by employers for instituting health promotion programs include:
  - Helping control high health care costs (94%)
  - Retaining good workers (77%)
  - Attracting good employees (67%)
  - Improving productivity (64%)

Source: National Worksite Health Promotion Survey, 1,544 public & private workers with at least 500+ employees
Why Invest in Wellness?

1. To Control High Healthcare costs

Current Trends in the United States

- Average increase in cost of health insurance is 10-12% per year for last 5 years

- U.S. spends $2 trillion/year on health care but less than 1% on protecting and preventing disease

*Source: Health Affairs, Health Spending JAMA, Protecting Health, Sept. 21, 2005*
Health Care Costs

- Research shows that health care costs are linked to health practices and risk factors.
- Healthy, fit employees generally have lower health care costs.
- Is there evidence to support this concept?
For Example: Overweight and Health Care Costs

Median annual health-care costs were 75% higher ($252) in the over-weight group compared to the healthy weight group.

Source: Kaiser Permanente study, Archives of Internal Medicine, Oct. 25, 2004
Why Invest in Wellness?

2. To Improve Productivity

- Employees are more likely to be on the job and performing when they are physically and mentally healthy.
- Health promotion activities are likely to yield greater returns from increased productivity than from medical care cost-savings.

(O’Donnell M, American Journal of Health Promotion)

Source: Healthy Workforce 2010, Partnership for Prevention
Productivity

The University of Michigan Health Management Research Center reports

- After studying 2 million workers, those with multiple risk factors were also less productive than workers without risk factors
- An “at risk” workforce is a business liability
- Managing employee health is an essential but often overlooked component of productivity management
- You often save more money from reduced presenteeism than absenteeism
Costs of Poor Employee Health

- Reduced on-the-job worker productivity due to poor health, or presenteeism, represents a large indirect cost to employers.
Presenteeism was a greater cost to the employer than health care costs, absenteeism, and disability combined.

Being on the job but productivity is impaired due to physical or mental health problems.

Source: Journal of Occupational & Environmental Medicine, 47(8):769-777, Aug. 2005
The Cost of Productivity Loss

- Medium risk persons (3-4 risks) had a 6.2% increase in work loss time equal to $1,329 in monetary loss per employee.
- High risk persons (5+ risks) had a 12.2% decrease in productivity resulting in a monetary loss of $2,592 per employee.

Source: Journal of Occupational & Environmental Medicine, 47(8):769-777, Aug. 2005
Why Invest in Wellness?

3. To Reduce absenteeism/disability

- Control Data Corporation estimates a savings of $1.8 million in reduced absenteeism due to their wellness program over a 6 year period.

- A fitness program in a police force and a banking firm reduced sick leave by an average of 4.8 days per year.

- Back injuries, common in overweight and unfit workers, is a major cause of work loss time and disability (very costly to a company).

Source: Healthy Workforce 2010, Partnership for Prevention
Why Invest in Wellness?

4. To Improve Employee Morale

– A study in a university setting found that employees who exercised regularly had significantly greater job satisfaction

– A two-year study comparing employee attitudes between companies with a wellness program vs those without found significant, favorable changes in:
  • Organizational commitment
  • Supervision and working conditions
  • Benefits and pay

Source: Healthy Workforce 2010, Partnership for Prevention
5. To Improve Corporate Image

- Companies that show an interest in the health and well-being of its employees project a positive corporate image.
- Nike corporation provides a state-of-the-art gym and fitness program to attract and retain key employees.
- Responsible employers are interested in the health and welfare of their employees and communities. This attitude provides good will and long-term benefit to any company.

Source: Healthy Workforce 2010, Partnership for Prevention
Why Employees Pursue Wellness

- Screenings for high risks/prevent disease
- To feel better and have more energy
- To reduce stress
- To lose weight
- To avoid serious health problems, heart attacks, cancer, diabetes, back pain
- To decrease personal health costs (high deductibles becoming more common)
- To be a more productive person
- To live longer/higher quality of life
Personal Benefits:
To Prevent Heart Disease

Reducing Risk of Heart Disease

Relative risk of Heart Attack

<table>
<thead>
<tr>
<th>Hours of Walking per Week</th>
<th>Relative Risk</th>
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</thead>
<tbody>
<tr>
<td>None</td>
<td>100</td>
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<tr>
<td>1 hr/wk</td>
<td>71</td>
</tr>
<tr>
<td>3 hr/wk</td>
<td>52</td>
</tr>
<tr>
<td>5 hr/wk</td>
<td>46</td>
</tr>
<tr>
<td>Plus Vigor.</td>
<td>41</td>
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</tbody>
</table>

n=72,000 women

Source: New England Journal of Medicine, Aug. 1999
Personal Benefits: To Participate in Health Screenings

Blood Pressure Levels

- <120/80: Men 1.0, Women 1.0
- 120/80+: Men 1.3, Women 1.1
- 130/85+: Men 1.6, Women 1.8
- 140/90+: Men 2.0, Women 2.9

n=6,859

Personal Benefits: To Prevent Diabetes

- 16 year study 84,941 women
- Studied 4 major risks:
  - Overweight
  - Sedentary lifestyle
  - Smoking
  - Poor diet (low fiber, high trans fats, high glycemic index)
- Women with none of these risks:
  - Cut their risk of diabetes by 88% compared to all other women
  - Those with a family history of diabetes cut their risk by 91%

Source: JAMA, Dec. 1, 1999

[Bar chart showing relative risk of diabetes]
Other Case Studies — ROI

Evidence in the U.S.

- Bank of America — $5.96/$1
- PacBell — $3.10/$1
- Wisconsin School District — $4.47/$1
- Prudential Insurance — $2.90/$1
- General Mills — $3.50/$1
- Citibank — $6.30/$1

- A recent study of 8 companies with wellness programs had an average ROI of $3.35/$1

Source: Active Living at Work, Public Health Agency of Canada, 2004
What does a comprehensive wellness program look like?

1. Health assessment and screening with follow-up
2. Health education and risk reduction programs providing support for lifestyle behavior change
3. Integration of the worksite wellness program into the organization’s structure and mission
4. Linkage to health-related programs in-house and in the community

5. Work environment that supports healthy behaviors and balance of work and family

6. An evaluation and improvement process that measures outcomes and makes improvements for ongoing effectiveness

Source: Recommendations from Healthy People 2010
Components of Successful Health Management Systems

1. Assess
   Complete questionnaire

2. Discover
   Review reports; identify risks

3. Intervene
   Educate to reduce risks

4. Communicate
   Maintain enthusiasm; increase awareness

5. Follow-up
   Track progress; provide rewards

6. Measure
   Analyze results; reevaluate
Wellness Assessment

- Provides the foundation for proactive care
  - Determines health status and risks
  - Provides the basis for personal health counseling
  - Provides information needed for corporate goals
  - Provides a database for targeting specific risk groups for interventions
  - Provides bench mark for measuring outcomes and improvements
Risk Stratification and Targeting Health Needs

• Select those at risk based on
  – need
  – desire to change
  – readiness to change

• People with disease for disease management

• People with high risks for interventions

• Low risk people for maintenance and health promotion
3 – Intervene

- **Follow-up:** health promotion, risk reduction
  - One-to-one counseling
  - Health classes
  - Health promotion events/challenges
  - Support groups
  - Directed self-study
  - Referral to community programs/events
  - Referral to medical follow-up when indicated
  - Web-based interventions
4 – Communicate

- Monitor progress, provide feedback
  - Provides structure—a year-long program to join, monthly announcements of activities...
  - Reporting encourages accountability
  - Feedback needed for motivation
  - Provides a system for incentives
  - Involve spouse or buddy for motivation
  - Give recognition for milestones achieved
5 — Follow-up

• Program evaluation
  – Participation—what they liked/didn’t like?
  – Prevalence of health risks reduced?
  – Good health practices improved?
  – Any improvement in health costs, productivity, return on investment (ROI)?
  – Quality of life improved (personal and work life satisfaction, happiness)?
  – Input on how to improve program for next year
6 – Measure

- Reevaluate your wellness program every year
- Look at participant rates for the whole program as a whole and for the individual components
- Reassess your employees and compare prior assessments results with current results
- As a result, you should see improvements in:
  - Health practices
  - Productivity
  - Health costs
  - Job satisfaction
Getting Started

• Contact Summa Center for Corporate Health Representative:

  • Kelli Harvey – 330-335-5412
  • Lisa Horning – 330-677-2441

• Main Appointment Line: 330-379-5959
Last name - Space - First name

Proper Mark • Improper Marks ☒ ☐

Questions

1. Health view Mark any of the following that apply to you:
   1. I'm as healthy as anybody I know.
   2. I seem to get sick a little easier than other people.
   3. I expect my health to get worse.
   4. I have a serious health problem.

2. General health Complete the following statement. In general, my overall health is...
   1 excellent
   2 very good
   3 good
   4 fair
   5 poor

3. Family health history Mark any of the following:
   1 a heart attack
   2 high blood pressure
   3 cancer
   4 diabetes
   5 stroke
   6 other health issues
6. Bodily pain How much bodily pain have you had during the past four weeks?

- none
- very mild
- mild
- moderate
- severe
- very severe

7. Health limitations During the past four weeks, how much difficulty did you have doing your work or other regular daily activities as a result of your physical health?

- none
- a little bit
- some
- quite a bit
- a lot

8. Health limitations During the past four weeks, how much difficulty did you have in these activities? If so how much?

- yes, limited a lot
- yes, limited a little
- no, not limited at all

1. lifting or carrying groceries
2. climbing several flights of stairs
3. walking several blocks

11. Exercise How many days per week do you engage in aerobic exercise of at least 20 to 30 minutes duration (fitness walking, cycling, jogging, swimming, aerobic dance, active sports)?

- none
- one
- two days
- three days
- four days
- six days
- seven days
- five days

12. Strength exercises How many times per week do you do strength building exercises such as sit-ups, pushups, or use weight training equipment?

- none
- once a week
- twice a week
- three or more

13. Stretching exercises How many times per week do you do stretching exercises to improve flexibility of your back, neck, shoulders, and legs?

- none
- once a week
- twice a week
- three or more

14. Breakfast How often do you eat breakfast, more than just a roll and a cup of coffee?

- eat breakfast every day
- eat breakfast most mornings
- eat breakfast two to three times per week
- seldom or never eat breakfast

15. Snacks How often do you eat snack foods between meals (chips, pastries, soft drinks, candy, ice cream, cookies)?

- every day
- most days
- sometimes
- seldom or never
18. Breads and grains  Indicate the kinds of breads and grains you usually eat.

Refined grain examples: white bread, rolls, regular pancakes and waffles, white rice, typical breakfast cereals, typical baked goods

Whole grain examples: whole grain breads, brown rice, oatmeal, whole grain or high fiber cereals

1. Nearly always eat refined grain products
2. Eat mostly refined grain products
3. Eat both about the same
4. Eat primarily whole grain products
5. Eat only whole grain products

19. Fruits and vegetables  How many servings of fruits and vegetables do you eat daily?

A serving is: 1 cup fresh, 1/2 cup cooked, 1 medium size fruit, or 3/4 cup juice

1. 1 or less  3. three daily  5. five or more
2. Two daily  4. Four daily

20. Number of drinks  How many alcoholic drinks do you usually have per week?

One drink is: a 12 oz. beer, 5 oz. wine, or 1.5 oz liquor

1. Seldom or never  3. Fifteen to twenty
2. One to seven  4. Twenty-one or more
3. Eight to fourteen

21. Medications  How often do you use drugs or medicines (include prescription and nonprescription) that affect your mood, help you relax, or help you sleep?

1. Frequently  3. Rarely
2. Sometimes  4. Never

22. Smoking status  Mark the appropriate response.

1. Have never smoked  3. Do not smoke
2. Former smoker
3. Current smoker

23. Feelings  The next questions are about how you feel things have been with you during the past four weeks. For each question, please give the one answer that comes the closest to the way you have been feeling. How much of the time during the past four weeks...

1. All the time
2. Most of the time
3. A good bit of the time
4. Some of the time
5. A little of the time
6. None of the time

1. Have you felt calm and peaceful?
2. Did you have a lot of energy?
3. Have you felt downhearted/ blue?
4. Have you been a happy person?
5. Have you felt worthless, inadequate, or unimportant?
6. Did you take the time to relax and have fun daily?

27. Sleep  How often do you get 7 to 8 hours of sleep?

1. Always  3. Less than half the time
2. Most of the time  4. Seldom or never


1. Very satisfied  3. Dissatisfied
2. Mostly satisfied  4. Not applicable
3. Not very satisfied

29. Social support  Do you have friends/family with whom you can share your feelings?

1. Yes, always  3. Somewhat
2. Sometimes  4. Not applicable
3. No, at all
34. Physical exam  When was your last physical examination? Within the last:
- 1 year
- 2 two years
- 3 three years
- 4 four years
- 5 five or more

35. Women's health issues  Mark all that apply. Men skip to next question.
1. ( ) Currently pregnant.
2. ( ) Had PAP smear, within last 1-3 years.
3. ( ) Had mammogram within last 1-2 years.
4. ( ) Gave birth before reaching age 30.
5. ( ) Passed or reached menopause.
7. ( ) Practice monthly breast self-exam.

36. Sick days  How many days did you miss from work (or from school if a student) due to illness or injury during the last 12 months?
- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 10+

37. Preventive exams  Mark the preventive exams you have had during the time frame listed:
1. ( ) bowel exam, or flexible sigmoidoscopy within last 3-10 yrs.
2. ( ) dental exam, within last year
3. ( ) flu shot, within last year

38. Readiness to change  Indicate how ready you are to make the changes or improvements in your health in the following areas:
1. - no present interest in making a change
2. - plan a change in the next 6 months
3. - plan to change this month
4. - recently started doing this
5. - already do this regularly (6 mos. +)
   1. ( ) ( ) be physically active
   2. ( ) ( ) practice good eating habits
   3. ( ) ( ) practice good hygiene
   4. ( ) ( ) practice daily stress management
   5. ( ) ( ) practice daily relaxation techniques
   6. ( ) ( ) practice daily exercise
   7. ( ) ( ) practice daily meditation
   8. ( ) ( ) practice daily yoga
   9. ( ) ( ) practice daily tai chi

Optional  Complete only if instructed to do so.

CLINICAL DATA  Staff Use Only

Blood Pressure
Systolic  Diastolic  Total  HDL

Cholesterol
Total

Glucose
Nonfasting

Triglycerides

Waist  Hip
Girth  Girth

Body Composition Test

Skinfold Test

Sum of

Known

% fat

HbA1c

3-site UML

3-site UMM

7-site
Personal Wellness Profile - Overview

Wellness Scores
Your scores in the major areas of wellness are shown on the right. Scores range from 0 to 100. A score of less than 50 shows need for improvement; 50 or above is in the recommended range. Specific information on each of these key areas is shown in the following reports.

Overall Wellness Score
The overall Wellness score is based on the number of good health indicators and these seven major wellness scores.

Recommendations for Improving Health
Your top five health needs or preventive actions are listed below. These are key factors needing attention to prevent serious health problems. Give these items top priority. Other recommendations and guidelines follow throughout this report.

1. Cancer prevention - Healthy eating, regular exercise, and other lifestyle factors will greatly reduce your risk of getting many kinds of cancer. Have regular medical checkups and avoid smoking and other cancer-causing behaviors.

2. Elevated blood sugar or diabetes - Both Type I and Type II diabetes can be more successfully managed by careful attention to diet and physical activity. If medications are required, take as directed by your doctor.

3. Coronary risk reduction - You are at higher risk for coronary heart disease. Changes in eating and activity patterns can significantly reduce your risks. Change lifestyle patterns today and your risk will start to decrease immediately.

4. Improving safety - Reduce your risk of injury by taking reasonable safety precautions in your home, at work, and while driving. With some preplanning, most accidents are preventable.

5. Social support - It is important to create and maintain good social support systems. This can be through your family, friends,work groups, church groups, and any other individual or group that you trust and find helpful in coping with life's challenges.
Personal Wellness Profile $40.00

Includes:
- In depth individual health questionnaire
- Existing Health Problems
- Personal and Family Health History
- Major Risk Factor and Health Findings
- Educational Issues such as Nutritional Concerns and Health Interests
- Health Status Scoring
- Suggestions for ways to improve lifestyles and health habits
- Report Processing
Summa Center for Corporate Health
Personal Wellness Profile
and
Wellness Screening

• **Wellness Screenings** $25.00

• **Includes:**
  – Lipid Profile (Total Cholesterol, Triglycerides, HDL/LDL and Cholesterol to HDL Ratio)
  – Height and Weight Measurements
  – Blood Pressure
  – PSA for Men (optional) $10.00

  – Optional Reports:
    – Group Summary $65.00