

Workplace Wellness

Healthier Employees
Healthier Bottom Line



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Overview

- What is Wellness and Why is it Important?
- Profile of Unhealthy Employee
- Chronic Disease and Risk Factors
- Keys to a Successful Wellness Program

Wellness

- **-well·ness**

: the quality or state of being in good health especially as an actively sought goal
<lifestyles that promote *wellness*>

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Profile of an Unhealthy Employee

- 48 Year Old Male
- Works in Suburban USA
- Tobacco and Alcohol Use
- Unhealthy Diet
- Physically Inactive
- High Stress Job and Family Responsibilities
- Family History of Stroke and Emphysema
- Height 6'1" and Weight 280 Pounds



Recognize this man?

Obesity

- >30% of Americans
- >\$13 Billion Annually in Medical Fees and Lost Productivity
- ~\$8,720/Employee/Year
- Higher Risk:
 - High Blood Pressure
 - High Cholesterol
 - Heart Disease
 - Diabetes
 - Sleep Apnea



Inactivity

- >\$24 Billion/Year
- Increased Activity Could Save \$70 Billion/year
- Activity is More Effective in Reducing Cardiovascular Risk than Weight Loss



Smoking



- 1 in 5 Deaths / Year
- ≥ 1 pack/day Smokers Have 75% Higher Rate of Lost Production Time Than Nonsmokers
- \$27 Billion or \$3,856 Per Smoker per Year

Stress and depression

- Stress and Depression Increase Health Care Costs More Than Obesity, Smoking, or High Blood Pressure Combined.
- Accounts For 20% of Absenteeism and Turnover
- Costs \$300 Billion/Yr



Drug and Alcohol Abuse

- Absenteeism is 2-3x Higher Drug and Alcohol Users
- 3x as Many Sickness Benefits
- File 5x as Many Workers' Compensation Claims



Sleep Apnea

- Affects 18 Million Americans
- 20% of US Population Has in Some Form
- 90% Cases Undiagnosed
- Highly Related To Obesity



Chronic Disease

- 45% of Population Has at Least One Chronic Disease
 - CHD, Diabetes, Asthma, etc.
- 70-80% of Healthcare Costs
- \$5000 Worth of Spending Per Person on Treatment of Chronic Disease

Cost of Chronic Disease

- Diabetes
- Obesity
- Cardiovascular disease
- Asthma

Prevention is Key to Control Healthcare Costs

- Screenings to Detect Early Disease
- Regular Check-ups
- Wellness Efforts: Adopting Healthy Lifestyles

USPSTF Recommended Screening and Immunizations

- Cardiovascular Disease
- Cancer
 - Breast, Cervical, Colorectal, Lung, Prostate
- Depression
- Substance Abuse
- Obesity, Lifestyle Factors
- Immunizations: Flu, Pneumonia, Etc.
- Injury Prevention and Violence
- Sexually Transmitted Infections

Employers Can Make a Difference

- Encourage Regular Check-ups and Screenings
- Offer Wellness Programs to Modify Lifestyle Factors
- Address Substance Abuse in EAP
- Reinforce Benefits of Prevention and Healthy Lifestyles

Evolution of Wellness Programs

- Emerging Wellness Programs Provide Broader Solutions
- Scale Across Larger Employee Populations
- Range from Simple to Comprehensive
- Customize to Your Company's Goals and Demographics

Traditional Wellness Components

- Tobacco cessation
- Exercise/fitness
- Weight loss
- Stress management

New Wave of Wellness Components

- “E-health” Options / Customized Online Health Information
- Personal Health Records
 - Reduces Redundancy/Healthcare Costs
- Personal Wellness Coaching
 - Improves Chance of Reaching Health Goals

Wellness ROIs

- Can Reach 5:1 Overall
- Depends on Components Offered and Participation Levels

Successful Comprehensive Wellness Program

- Johnson & Johnson
 - Health Risk Assessment
 - Referrals to High Risk Intervention Programs
 - Preventive Health Services and Screening Programs
 - Focus on Health Education and Self-Responsibility
 - Health Education/Training
 - Ergonomics Assessments/Job Conditioning
 - Medical Surveillance And Regulatory Compliance
 - Workplace Drug And Alcohol Awareness Training
- \$225 Average Savings Per Employee/Yr Over 4 Yrs

Successful Wellness Components

- Health Risk Assessment
 - Bank of America:
 - Saved \$164 per HRA Participant
 - Costs Increased \$15 in Each Non Participant
- Stress Management
- Smoking Cessation

Keys to Successful Wellness Programs

- Assess Needs
- Assemble Wellness Team
- Set Goals
- Senior Management Support
- Provide Incentives
- Communications

Importance of Incentives

- Can Increase Participation and Follow-through by 10-20%
 - Cash is a Good Motivator
 - Discounted Premiums, Extended Benefits, Etc.
- Personal Wellness Coaching is Most Powerful
 - Can Boost Enrollment By 93%
- Target the Middle Group

An Effective Communications Campaign

- Regular and Ongoing
- Maximize Participation
- Remind and Educate About Benefits
- Includes Newsletters, Posters, Speakers
- General and Specific
- Create a Culture of Wellness

Potential Areas of Focus

- Physical Activity and Weight Management
- Awareness and Education Programs
- Behavior Modification/Regulation
- Creative Alternatives

Change is Gradual

- Changes Depend on Readiness
- Small Changes Can Be Effective
- Simple Vending Machine Changes
 - One Less Soda/Day → 15 Lbs/Yr
 - Omit 1 Candy Bar/Day → 20 Lbs/Yr
- Encouraging Physical Movement
 - Promotes Health Regardless of Weight Loss

Customization Determines Success

- No Set Formula
- Have a Well Thought-out Plan
- Start Small – Start Now

Employers as Change Agents

- Many Channels to Promote Wellness
- Focus on Prevention of Disease, Illness and Injury
- Adopt Healthier Habits



About Health Advocate:

Health Advocate, Inc., the nation's leading health advocacy and assistance company, provides a spectrum of time and money-saving solutions to more than 10 million Americans and more than 3,000 employers and other plan sponsors. Our core advocacy program is centered around a team of Personal Health Advocates (PHAs), typically registered nurses supported by medical directors and administrative experts. PHAs help members navigate the healthcare system and resolve clinical, insurance and administrative issues. Our complementary solutions, offered for an additional charge, include Wellness Advocate, Benefits Integrator, Enrollment Advocate, FMLA Support and Independent Appeals Administration.

Founded in 2001, the company is headquartered in suburban Philadelphia with sales offices in major cities.

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GUIDE TO WORKPLACE WELLNESS
HEALTHY EMPLOYEES. HEALTHY BOTTOM LINE



SETTING UP A WELLNESS PROGRAM:
A CHECKLIST FOR SUCCESS

