Workplace Wellness Programs: Proliferation and Progress

Alliance for Health Reform

Mary R. Grealy
Healthcare Leadership Council

May 31, 2013

www.hlc.org

Workplace Wellness Programs Rapidly Proliferating, Expanding

  - 55% of organizations have wellness programs
    - 75% of publicly owned for-profit
    - 61% of nonprofit or government
  - 85% plan to expand or improve programs over next three years
  - 69% of those without wellness programs interested in developing them
The Impact: What We Know and What We Don’t

• Five years after launch, half of organizations see health costs decline (Public Opinion Strategies)

• Most employers with wellness programs report reduced absenteeism (ADP Survey)
  • 53% of midsized employers, 58% of large employers

• Rand: More research necessary
  • Peer-reviewed literature, positive but sparse
  • Not all employers have metrics on ROI
Surveying HLC Members

• Among nation’s leading healthcare companies
  • 91% have instituted wellness changes
  • 91% have designated official to promote wellness
  • 77% evaluate financial impact of wellness program
  • 74% constructed facilities for physical activity
  • 58% offer financial assistance or incentives for joining gyms

Medtronic Total Health

• Key components:
  • Assessment and screening
  • Disease management and care support
  • Health coaching
  • Health decision support tools
  • Incentives for participation
Medtronic Total Health

• Results:
  • 91% of employees completed health assessment
  • 14,000 engaged a health coach
  • 66% of participants eliminated at least one health risk
  • Employees with diabetes – 54% decrease in ER visits
  • 12.75% decrease in excess medical claims
  • 2.5 to 1 ROI

Ascension Health SmartHealth

• St. John’s Providence Health System SmartHealth components:
  • Health information web portal
  • 24/7 nurse line
  • Free annual physicals
  • Fitness centers
  • Lifestyle phone coaching, web modules
  • Preventive care reminders
Ascension Health SmartHealth

• Results:
  • Over four-year period, inpatient admissions down 25%, emergency room visits down 15%
  • Health costs 13% less than national average for major employers
  • Annualized savings of greater than $15 million

HLC Member Best Practices

• CEO-level engagement and support
• Making healthy food options the easier options
• Encouraging physical activity
• Increased access to decision support tools and information to encourage better health behavior
Workplace Wellness Programs: Proliferation and Progress

Alliance for Health Reform

Mary R. Grealy
Healthcare Leadership Council

May 31, 2013

www.hlc.org