

Workplace Wellness Programs: Proliferation and Progress

Alliance for Health Reform

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Healthcare Leadership Council

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www.hlc.org

Workplace Wellness Programs Rapidly Proliferating, Expanding

- Public Opinion Strategies survey (2012)
 - 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



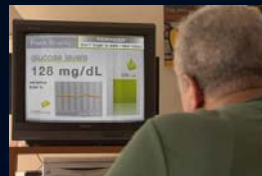
Medtronic Total Health

- 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

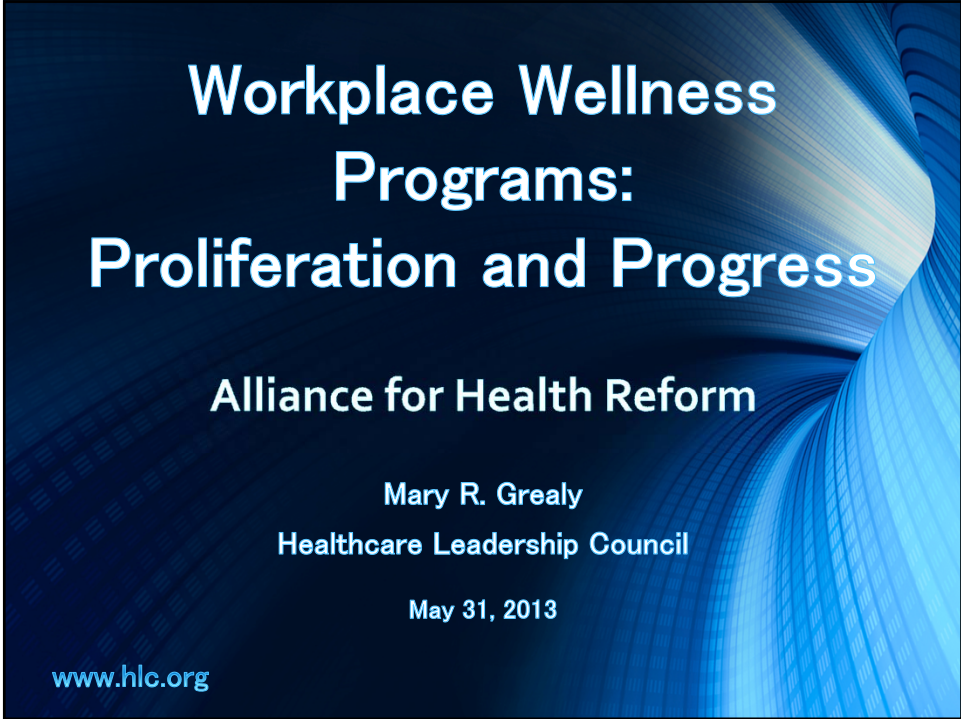
- Results:
 - Over four-year period, inpatient admissions down 25%, emergency room visits down 15%
 - Health costs 13% less than national average for major employers
 - Annualized savings of greater than \$15 million



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





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