

Wellness & Prevention – Johnson & Johnson Perspective

Alliance for Health Reform

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Johnson & Johnson

History

- “Culture of Health” since 1978 – goal to have world’s healthiest workforce
- Driven by Johnson & Johnson Credo
- “Total Health” approach
 - Online risk assessment
 - Lifestyle & disease management counseling
 - Mental health & wellbeing
 - Environmental & cultural support
 - Financial incentives (\$500 discount)
 - Health education & awareness
- Examples: no smoking on premises worldwide, cafeteria offerings, on site Weight Watchers, fitness centers onsite and discounts

Improving health risks via Culture of Health over many years

- Per capita health care costs consistently 1%-2% below benchmarks for past 10+ years
- Population health risks trending better than the overall industry in physical activity, obesity, blood pressure, glucose, and tobacco use
- Health care costs reduced by \$400/employee/year (2007 dollars)

Health Risk	J&J 1995 - 1999	J&J 2007/2008	U.S. Pop 2007/2008 CDC
Inactivity (30 minutes of activity, less than 4 days/wk)	39%	31.5%	51.2%*
Smoking	12%	4.2%	18.4%
High Blood Pressure	14%	6.4%	27.8%
High Cholesterol	19%	7.2%	37.6%

Further Improvements

Mental Health

- Using Employee Assistance Program, absence decreased in 96% of clients
- Mental health status improved in 78% of EAP clients
- \$4000 savings per EAP user

Overall results

- 10 year cumulative savings of \$250 million
- Reductions in risk factors correlated to reductions in absenteeism, presenteeism, increases in productivity
- Overall trend in 2008 was 4.4% as compared to 9.6% in 2007; industry healthcare trend was 10.2%

Businesses in Wellness & Prevention

- Last year, established Wellness & Prevention platform in recognition of need to be part of the solution in preventing onset of chronic disease and sustaining well being
 - **HealthMedia** – delivers customized web-based interventions focused on wellness & prevention, disease management, behavioral health, medication adherence for health plans
 - **Human Performance Institute** – science-based training program to improve energy, performance, productivity

Public Policy Interactions

- Chair, CEO Roundtable on Cancer
- CEO at a White House meeting with the President on prevention & wellness
- Discussions with OPM and other Administration officials
- Support for Healthy Workforce Act
- Wellness & Prevention panel -- World Health Summit, Berlin

Lessons from our experience

- Commitment is key from top leadership
- “Carrots” can work
- Employee engagement is important
- Metrics & demonstrated outcomes are key
- Communication & data confidentiality are critical
- Many of these programs are scalable to small business