

PAN Training Series

Cost-Effective Strategies to Improve Employee Health & Productivity



Andrew Spaulding, MS
Worksite Cardiovascular Health Specialist
Maine CDC's Cardiovascular Health Program



John E. Baldacci, Governor *Brenda M. Harvey, Commissioner*

Cardiovascular Health Program

PAN Training Series

Cost-Effective Strategies to Improve Employee Health & Productivity






Outline

- **Business Case:**
 - The link between health and the bottom-line
- **Good Work Resource Kit:**
 - Strategies used by Maine employers
 - Tools and resources
- **Maine Health:**
 - Evidence based strategies to improve employee health
- **Medical Care Development:**
 - Evidence based strategies to improve employee health

Linking Health to the Bottom-Line

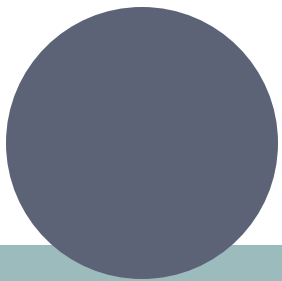


Key Business Beliefs

-  *Employee health risks are directly linked to healthcare and productivity costs*
-  *Worksite wellness programs reduce employee health risks, leading to reduced healthcare costs, decreased workers comp & disability, and reduced absenteeism*
-  *Worksite wellness programs produce savings that are many times greater than the costs*

Belief #1:

Employee health risks are directly linked to healthcare and productivity costs



Costs follow health risks



Study of 13,000 employees to investigate the association between health risks and medical claims

- As the number of risk factors increases, the cost of claims increases exponentially:

Number of risks	Increase in claims
0	1.0
1	1.9
2-3	2.9
4-5	3.8
6+	8.2

*Yen LT, Edington D, Witting P. Amer J Health
Promo, Sept/Oct 1991;6(1):46-54*

Costs follow health risks



- When high-risk individuals (3 or more risk factors) change to low-risk category (<3 risk factors), medical claims dropped an average of \$416 per employee, per year
- When low-risk individuals move to high-risk, claims increased more than \$600 per employee, per year
- Conclusion: **Keep low-risk people at low-risk!!**

Edington D, Yen LT, Witting P. J Occup Env Medicine. 1997;39(11):1037-1046.

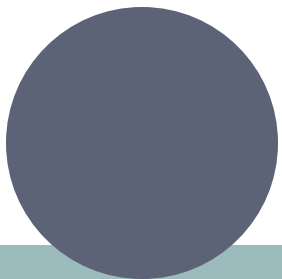
Costs follow health risks



- Absence and disability losses account for...
 - 29% of health and productivity related expenses for physical health conditions
 - 47% of health and productivity related expenses for mental health conditions
- Employees who smoke have 34%-50% higher rates of absenteeism
- Obesity associated with \$395 in treatment costs and lost productivity
- Employees who exercise regularly experience 13% to 47% fewer absences
- National Medical Expenditures Survey: Annual direct medical costs \$330 less for individuals spending at least 30 minutes, 3 times per week in moderate or vigorous physical activity

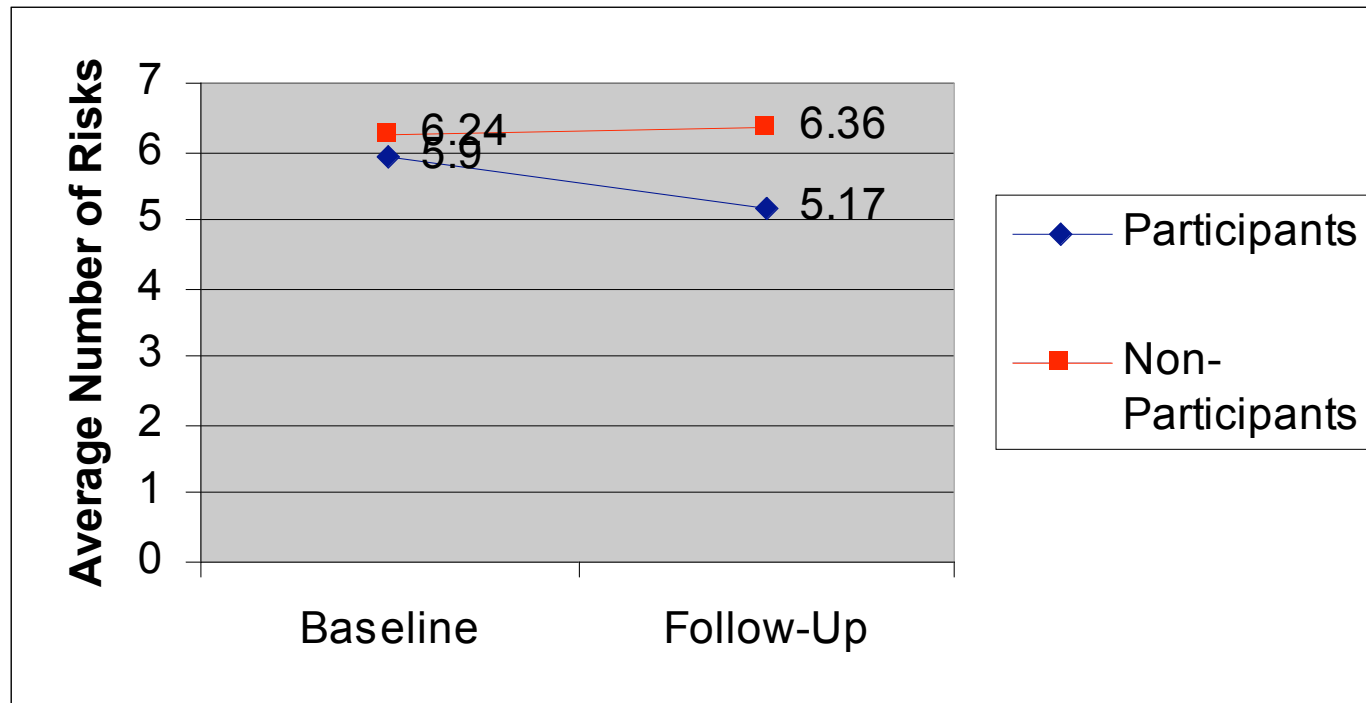
Belief #2:

Worksite wellness programs reduce health risks, leading to reduced healthcare costs, disability, and absenteeism



Wellness programs make an impact

Health Risks



Gold, DB et al. Amer J Health Promo. 2000; Nov/Dec:97-106.

Wellness programs make an impact

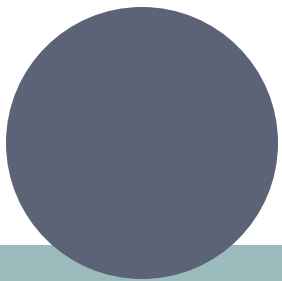
Sick leave, absenteeism, short term disability



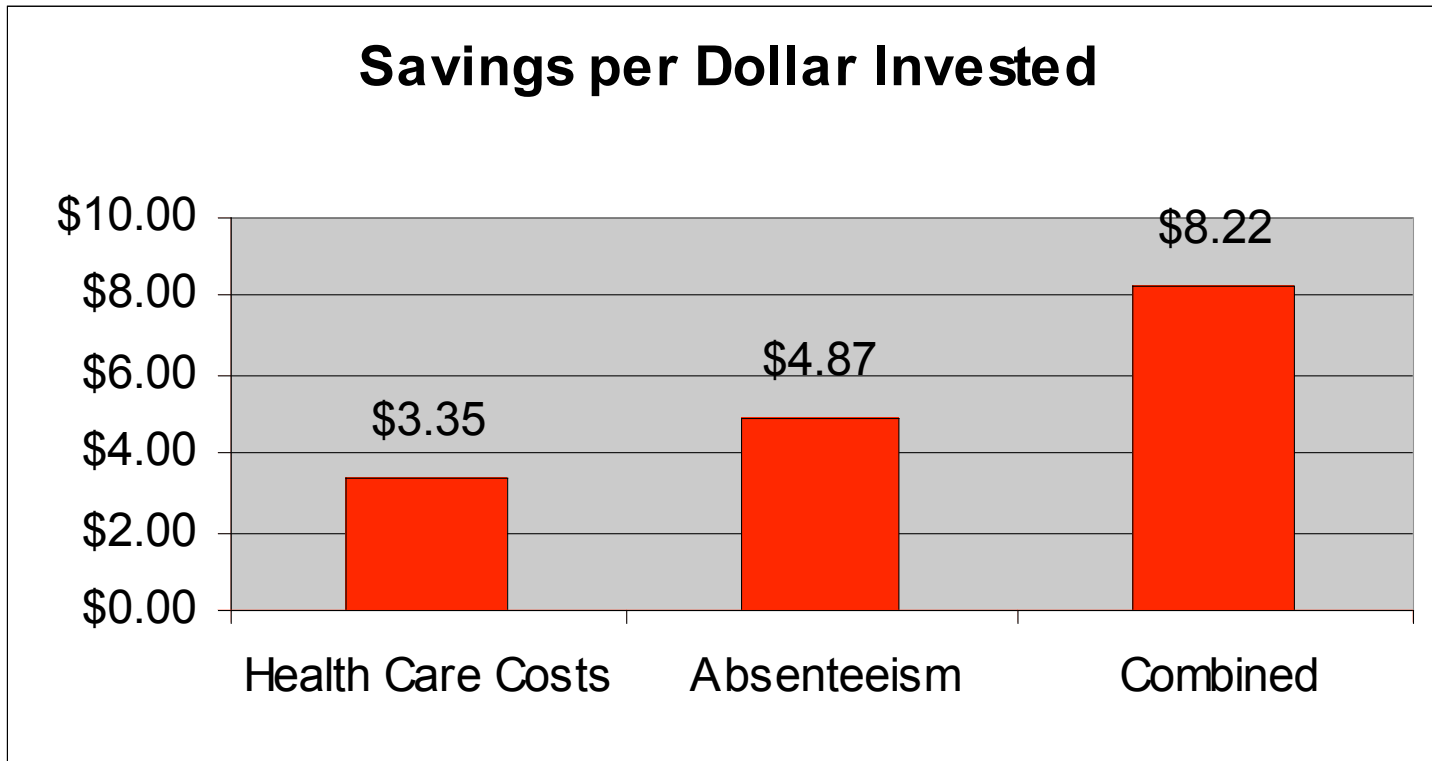
Study	Outcomes	Intervention	Results
Lechner, L. JOEM 1997;39(5): 827-831.	Sick Leave	Fitness program	High participation group: 54.7% reduction (4.8 days) in the avg. number of sick leave days used
Wood E. AJHP 1989;4(2):128-133.	Absenteeism Sick leave	Multi- component	<ul style="list-style-type: none"> • 36.3% fewer absence days for participants • 36.7% lower sick leave costs for participants
Serxner S. JOEM. 2001; 43(1): 25-29.	Short term disability	Multi- component	Days lost for participants averaged 6 days (20%) less than non-participants

Belief #3:

Worksite wellness programs produce savings that are many times greater than the costs



Wellness programs save money



Aldana, SG. Art Health Promo. 1998; 2(1):1-8

Wellness programs save money



2003 Meta-Evaluation of 42 Wellness Programs:

- Impact of wellness programs on health care costs, disability, sick-leave, and absenteeism

“The evidence is very strong for average reductions in sick leave, health plan costs, and workers’ compensation and disability costs of slightly more than 25%.”

The Bottom Line

Employee Health is a Good Investment



- Lower Health Care Costs
- Improved Productivity
 - Absenteeism
 - Presenteeism
- Improved Employee Health/Quality of Life
- Improved Attraction & Retention
- Heightened Company Image
- Improved Job Satisfaction

The Perfect Meta-Analysis!



Critical Components:

1. Environmental interventions
2. Policies and financial incentives
3. Frequent and simple prevention messages
4. Health education classes, workshops, medical self-care
5. Screenings, HRA's and referral leading to risk factor follow-up education and counseling

Good Work Resource Kit



Good Work Resource Kit

www.healthymainepartnerships.org/MCVHP/resource_good_work_manual.aspx

www.healthymainepartnerships.org/MCVHP/resource_good_work_manual.aspx

- To request copies of the Good Work kit, contact Patricia Buck-Welton at **622-7566, ext. 256** or patriciab@mcd.org

Good Work Resource Kit



- **Section 1:** Information on the evidence for employee health management, the best practice model for program design, and smoke-free workplace
- **Section 2:** Case studies of real strategies used by Maine employers, and company profiles describing excellent programs.
- **Section 3:** Tools to assist in program design, implementation and evaluation

PAN Training Series



Contact Information:

Andy Spaulding

Worksite Cardiovascular Health Specialist

Maine CDC's Cardiovascular Health Program

622-7566, x262

aspaulding@mcd.org