



New Orleans Business to Business Forum on Healthcare Solutions



Louisiana



GREATER NEW ORLEANS
INC
REGIONAL ECONOMIC DEVELOPMENT



WELLNESS IN THE WORKPLACE

Dr. Corey Hebert
Chief Medical Editor - NBC
Asst. Professor Tulane University



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WHAT DO HEALTH RISKS COST YOUR BUSINESS?

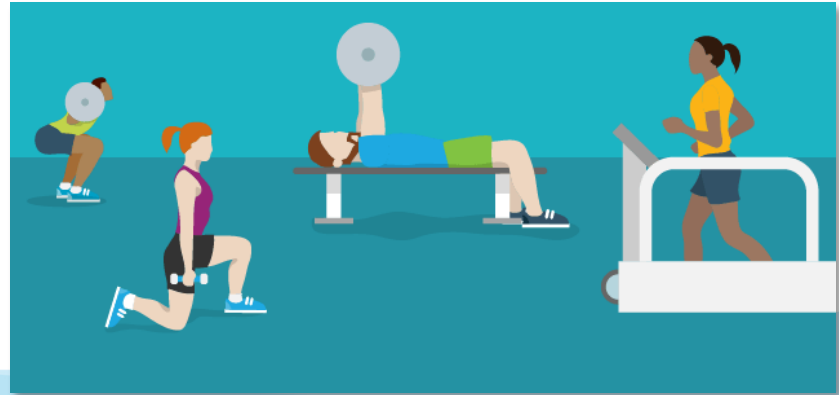
RISK FACTOR	ADDITIONAL COST PER HIGH RISK EMPLOYEE	SOURCE
Smoking	\$2,056	National Health Interview Survey (2001-2010) and the Medical Expenditure Panel Survey, CDC
Inactivity	\$1,313	
Weight	\$2,085	
Hypertension	\$733	
Depression	\$1,300	American Journal of Psychiatry, 2006
High Stress	\$702	National Institute for Occupational Safety Health, 2013

TYPICAL WELLNESS PROGRAM ELEMENTS



ACTIVITIES TO CONSIDER AT YOUR COMPANY

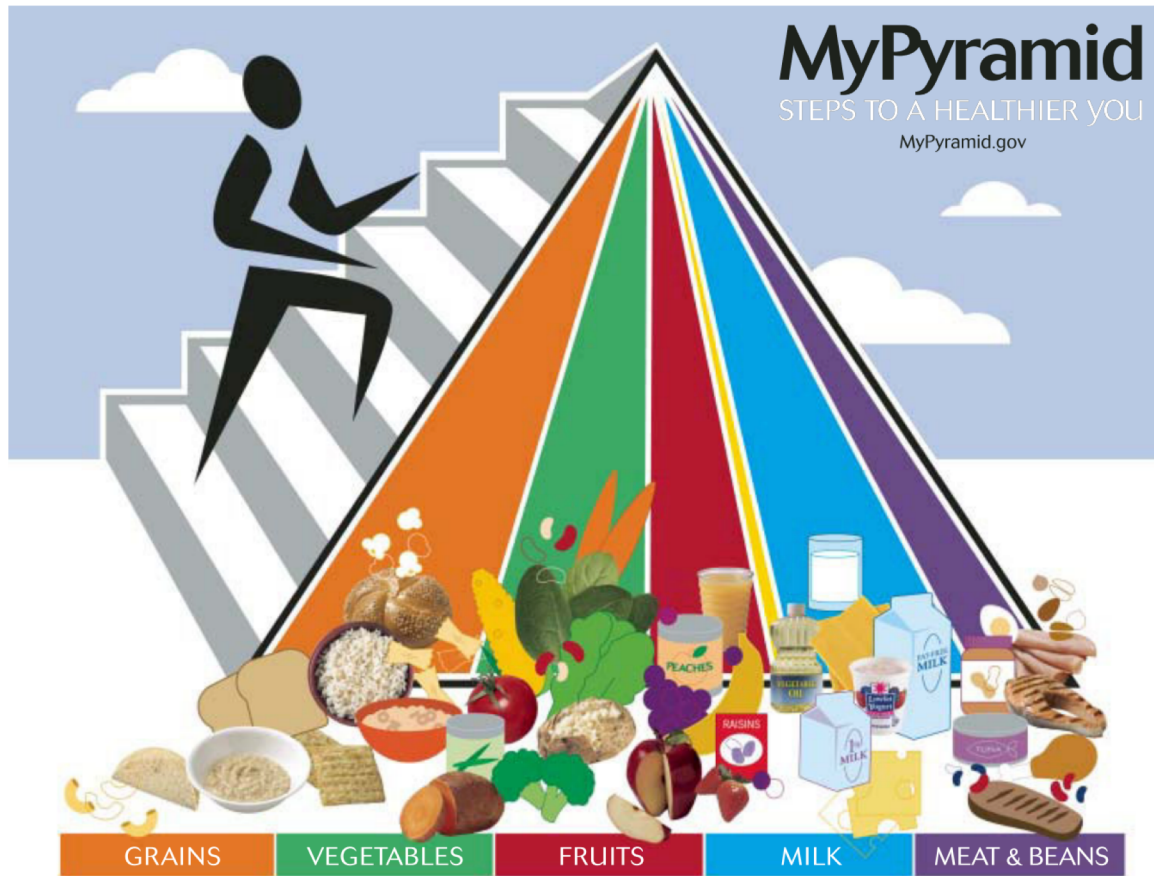
- Walking Program
- Strength Training
- Cardio Programs (running, step, aerobics, etc.)
- Recreational Programs (softball, basketball, volleyball)
- Yoga/Tai Chi
- Stretching/Flexibility
- Posture



MyPyramid

STEPS TO A HEALTHIER YOU

MyPyramid.gov

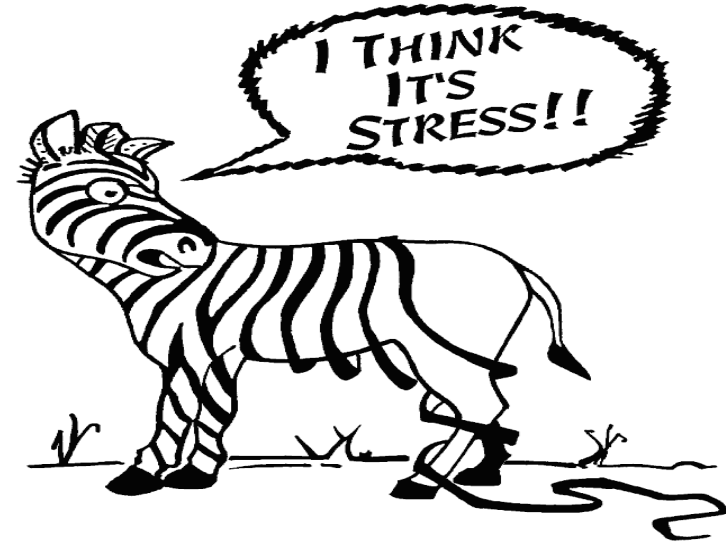


ARE YOU STRESSED?



STRESS...

Researchers define stress as a physical, mental, or emotional response to events that causes bodily or mental tension. Simply put, stress is any outside force or event that has an effect on our body or mind.



STRESS SOLUTIONS (What Employees Can Do)

- Time Management
- Relaxation
- Cognitive (thoughts)
- Let go of perfectionism
- Learn to be flexible
- Relax your standards
- Focus less on pleasing others and more on pleasing yourself
- Stay away from negative people




STRESS SOLUTIONS (What Employers Can Do)

- Organize support groups among employees.
- Sponsor stress management classes during the workday.
- Offer onsite counseling for employees.
- Offer an employee assistance program that includes both counseling and referral.
- Offer onsite yoga or meditation classes.
- Create a quiet room, where an employee can go to regroup away from daily pressure.

IMPLEMENT **BLUE** *Bikes* AT YOUR WORK

- increased **cardiovascular** fitness
- increased muscle strength and flexibility
- improved joint mobility
- decreased **stress** levels
- improved posture and coordination
- strengthened bones
- decreased body **fat** levels
- prevention or management of disease

BASIC STEPS TO A SUCCESSFUL PROGRAM

- Management support = Buy in
 - Employee involvement = Participation
 - Assessing needs & wants = Gather information
 - Planning = Set goals & objectives
 - Communication = Spread the message
 - Implementation = Rolling program out
 - Continuous improvement = Elevate & measure
- 

CASE STUDY



Blue Cross and Blue Shield of Louisiana Employee Wellness Program Long Term Benefits Case Study

Objective: Evaluate the cost-benefits of the Blue Cross employee Wellness Program after more than three years of continuous participation.

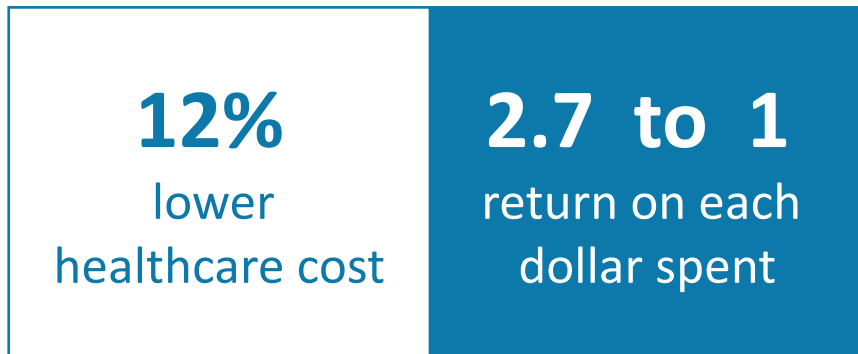
- Online health tools (e.g. weight management tools)
- Disease management programs and wellness resources (e.g. pregnancy care)
- Wellness Program: active participation, peer accountability to achieve personal goals
- Monetary incentives

CASE STUDY RESULT SUMMARY – CLINICAL

Stable Body Mass Index	HYHB
Fewer Hospitalizations	Lower HbA1c

- Wellness program participants had **1.8%** less increase in average BMI compared to their counterparts.
- Average HbA1c value was lowered by **1.4%** for type 2 diabetic patients in the wellness program, in contrast to 2.6% increase among the controls.
- Each year the wellness program reduced about **13** admissions for BCBSLA employees.

CASE STUDY RESULT SUMMARY – FINANCIAL



Healthy You, Healthy Blue Wellness Program helps employees sustain a healthier lifestyle, reduce hospitalizations and lower healthcare costs with program overall ROI at 2.7. With enrollment in program for more than 3 years, employees reduce total medical spend by 12%.



CASE STUDY COMPARISON

	Illinois Study	Blue Cross Program
Components	Health Claims Online Survey (PHA) Administrative records on select behavior Incentives	Health Claims Online Survey (PHA) Administrative records on select behavior Incentives Risk Management Programs
Intervention Length	1 year	Multi year (3-10 years)
Incentives	\$50-\$350 reward	\$100-\$125 reward Preferred Premium Rate
Intervention	Biometric screening, HRA, 1 wellness activity	Health Fair, HRA, 3 wellness activities or high-risk program
Participation Rate	56%	~98%

WELLNESS PROGRAMS: WHAT WORKS?

The programs that work:

- Regarded as strategic investments
- Comprehensive in scope
- On-going & part of the culture
- Focused on specific and measurable goals

The ones that do not:

- Overly ambitious at the outset
- “Flavor-of-the-month” programming
- Stop at health education or awareness events
- One-shot or one-component programming (health fair, flu shots)
- Participation is required



THE BOTTOM LINE...

- Value added to your organization
- Healthy people cost less
- Healthy people are more productive
- Healthy people add more to the bottom line!



QUESTIONS?

