Worksite Wellness Made Easy

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Employee Wellness

The Business Case

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Agenda

• Wellness Logic: Why we believe
• It’s Proven: The case for ROI
• Not So Fast: The case against ROI
• The Case for Wellness: Beyond ROI
Wellness Logic

Health Risks

Health Care Costs
Absenteeism
Presenteeism
Ten modifiable health risk factors are linked to more than one-fifth of employer-employee health care spending. Health Affairs, 31(11), 2474-2484.
Employee wellness programs lead to improvements in the health risk profile of an employee population.

Health risk improvement should lead to containment of healthcare costs and improvements in productivity.
“Medical costs fall by about $3.27 for every dollar spent on wellness programs.”

1Baicker, K., et al; Health Aff February 2010 vol. 29 no. 2 304-311
It’s “Proven”? 

- Studies evaluated from the last 30 years (100)
- Studies properly designed (36)
- Evaluated health care costs (22)
- Reported program costs (15)
- Showed cost savings (14)
- Showed health care costs “fell” (6)
“Participation in a wellness program over five years is associated with lower health care costs and decreasing health care use. The average annual difference is an estimated $157, but the change is not statistically significant.”
RAND on health care cost control

Managing Manifest Diseases, But Not Health Risks, Saved PepsiCo Money Over Seven Years

**ABSTRACT**
Workplace wellness programs are increasingly popular. Large employers expect them to improve employee health and well-being, lower employees’ health care costs, increase productivity, and reduce absenteeism. To test medical costs, increase productivity, and reduce absenteeism. To test whether such expectations are warranted, we evaluated the cost impact of the lifestyle and disease management components of PepsiCo’s wellness program, Healthy Living. We found that seven years of continuous program participation in one or both components was associated with no average change in health care cost per member per month. When we considered individuals, we found that the disease management component was associated with lower costs and that the lifestyle component was associated with lower disease progression.

chronic disease. But employers and policy makers should not take for granted that the lifestyle management component of such programs can reduce health care costs or even lead to net savings.

Managing Manifest Diseases, But Not Health Risks, Saved PepsiCo Money Over Seven Years; Health Aff January 2014 33:1124-131
Massive study shows true return on wellness plan investment

by Christian Schappel    July 24, 2012    5 Comments

Upper management is rarely willing to sink money into wellness ideas that are based on conclusions drawn from a single survey or two, and for good reason. But it's hard to ignore this data that shows a whopping return on investment (ROI) for wellness initiatives.

The American Journal of Health Promotion performed an analysis of 56 published studies on work site health promotion programs to determine the true ROI and impact of wellness programs.

More accurate wellness ROI measures

According to the American Journal of Health Promotion’s in-depth analysis, employers with work site health promotion programs see on average:

- a 27% reduction in sick leave absenteeism
- 26% reduction in health costs, and
- 32% decrease in workers' compensation and disability claims.

But the most important finding has to do with all-around wellness ROI. For every dollar invested in wellness, employers saw an average savings of $5.81 due to improved employee health and reduced
Meta-Evaluation of Worksite Health Promotion Economic Return Studies: 2005 Update

Larry S. Chapman, MPH

Setting the Stage
Activity and interest in the worksite health promotion and prevention fields continue to heat up. Rising health care costs, increasing awareness of presenteeism losses, and aging populations are all conspiring to increase the demand for health promotion, particularly for working populations. However, questions about the economic return associated with these types of efforts are also a continued reality. All work organizations must justify their resource investment decisions in health promotion and prevention in primarily economic terms. In an earlier edition of The Art of Health Promotion, published in 2003, a formal meta-evaluation of economic return studies of worksite health promotion programs was reported. This original report highlighted the meta-evaluation of 42 peer-review articles that met the study inclusion criteria.

The contents of this edition include excerpts from the book Proof Positive: An Analysis of the Cost-Effectiveness of Worksite Wellness (6th ed., revised and expanded in May of 2005). The book applies the formal meta-evaluation review process and methodology developed and refined by Windsor and Orleans and Boyd and Windsor to studies of multicomponent worksite health promotion programs, as defined by Hesney. The highlights of the meta-evaluation are reprinted here with permission.

Overview of the Literature Search Process
As observed previously, the research and evaluation literature on health promotion and wellness programs in workplace settings is both complex and voluminous. The
Summex sale benefits its Seattle co-founder

Jun 25, 2006, 9:00pm PDT  |  UPDATED: Jun 22, 2006, 10:33am PDT

Peter Neurath
Contributing writer

Seattle wellness expert Larry Chapman stands to make about $12 million on the $40 million sale of Summex Health Management, the company he co-founded 13 years ago, to WebMD Health Corp.

WebMD, a New York-based public company with first-quarter revenue of about $50 million, said it recently entered a definitive agreement to buy Indianapolis-based Summex for $30 million in cash and up to $10 million more during a two-year period "if certain milestones are achieved." The acquisition is expected to close this month.

Chapman’s title will change from chairman to senior vice president, and whether Summex will retain its name and become a division of WebMD or whether it will altogether merge into WebMD is as yet undecided, he said.

Chapman is one of five Summex shareholders and owns about 30 percent of the company.

With offices in Seattle and Indianapolis, Summex employs about 115. Last year it posted revenue of $6.9 million, and this year expects to finish with $9.4 million. Chapman, the firm’s chairman, runs the Seattle office together with one other full-time employee.

Summex is in the business of wellness. It sells to corporations services aimed at reducing health-care costs, absenteeism costs and work-site costs resulting from poor health ("presenteeism") by enabling employees to avoid preventable diseases by improving their health.
RAND on health outcomes

“We found statistically significant and **clinically meaningful improvements** among program participants in exercise frequency, smoking behavior, and weight control.”
The case for wellness: Performance

51 percent of employees believe wellness benefits encourage them to work harder and perform better.

This 2010 Principal Financial Well-Being Index™ survey was conducted online within the United States by Harris Interactive on behalf of the Principal Financial Group® between October 20th and October 28th, 2010, among 1,159 workers and 528 retirees. Results were weighted as needed for age by gender, education, race/ethnicity, region and household income. Propensity score weighting was also used to adjust for respondents’ propensity to be online.
The case for wellness: Retention

Nearly half of employees say they would stay at their jobs longer because of employer-sponsored wellness programs.

This Principal Financial Well-Being Index™ survey was conducted online within the United States by Harris Interactive on behalf of the Principal Financial Group® between October 30 and November 7, 2012 among 1,103 employees.
The case for wellness: Engagement

Employees are eight times more likely to be engaged in their work when employers actively promote health and well being.

In 2009, the World Economic Forum and Right Management surveyed 28,810 respondents in 15 countries working for organizations employing 50 or more people and generating revenues ranging from under US $1 million to over US $1 billion.
The case for wellness – Employee Value Proposition

Employers perceived as pro-wellness are...

• 3.5 times more likely to be seen as encouraging creativity and innovation...
The case for wellness: Retention

50% of workers who don’t feel valued in their current job will look for a new one in the next year compared to 20% of those who feel valued.

The case for wellness: Business Performance

Companies with effective wellness programs demonstrated:

• 20% more revenue per employee
• 16.1% higher market value
• 57% higher shareholder returns

2007/2008 study by then Watson Wyatt and NBGH
The case for wellness: Business Performance

Conclusion

Companies committed to a culture of wellbeing look for...

- Low turnover rates
- Wider choice of top job candidates
- Fewer absences
- Increases in sales and productivity.

-- Risa Lavizzo-Mourey, MD, MBA, president and CEO of the Robert Wood Johnson Foundation
Conclusion

They measure...

- Job satisfaction
- Recruitment
- Retention

-- Risa Lavizzo-Mourey, MD, MBA, president and CEO of the Robert Wood Johnson Foundation
Thank you
Worksite Wellness
Community Tools and Resources

Tami Best, MS, RD, CDN, CDE
October 23rd, 2014
Outline:

1. An overview and history of what our Healthy Worksite Action Team has done

2. What we have learned to date from ihearteatwelllivewell.org and the Worksite Wellness Index and action steps taken.

3. Future plans and for the Worksite Wellness Index and ihearteatwelllivewell.org
A successful wellness program requires:

- Broad outreach from organizational leaders
- Making wellness activities convenient and accessible
- Making wellness an organizational priority
- Leveraging existing resources and building relationships with health plans to expand offerings at little to no cost.
- Approaching wellness with a continuous quality improvement attitude, and soliciting feedback from employees to improve programs.

Source: RAND on Best Practices
WHAT HAS THE RBA/FLHSA RHCPT HEALTHY WORKSITE ACTION TEAM BEEN UP TO?

- HBP Curriculum
- Training of 20 organizations on the State’s Model for Worksite Wellness
- Our Website
- Worksite Wellness Index Tool at ihearteatwelllivewell.org
- Knowledge base and pooled BP improvement but high touch, high resource, limited engagement
- “After” surveys have revealed the 20 DOH worksites have implemented a minimum of 6 worksite wellness strategies each.
- To become more strategic in wellness offerings, in March of 2013 the collaborative launched the http://ihearteatwelllivewell.org website.
- 73 companies have taken the self-assessment of their wellness programs
WHAT HAS THE RBA/FLHSA RHCPT HEALTHY WORKSITE ACTION TEAM BEEN UP TO?

- Additional resources, also developed and housed on ihearteatwelllivewell.org website
- BP Curriculum
- Talking to Your Doctor About the ABCS and Lactation Support Webinars.
- Monthly 360 email blast campaign.
- “A is for Aspirin” slideshow,
- Links to Cardiovascular Risk Calculator
- Promotion of current events through banners and email blasts
More about the Worksite Wellness Index

- The index is designed to:
  - Identify the strengths and weaknesses of a worksite’s wellness and health promotion policies and programs. The major areas assessed include:
    - Healthy Eating
    - Tobacco
    - Physical Activity
    - Lactation Support
    - Health Programs
    - Behavioral Health
    - Organizational Support
In Addition...

- The Index:
  - Connects worksites to free local and national resources
  - Provides guidance in creating an action plan to implement a worksite wellness program or improve an existing program
  - Gives a score to share with senior management and to work to improve on
  - Can be taken on an annual basis to assess progress
  - Allows us to look at aggregate data to determine opportunities for improvement and areas of success.
Opportunities for Improvement:

- Knowledge of and compliance with laws surrounding lactation support in the workplace.
  - **ACTION ITEM:** A webinar was developed and educational email blasts were circulated to all organizations who have an account established at ihearteatwelllivewell.org

- The need for improved education or training on encouraging employees to ask their health providers about whether they should take low dose aspirin for prevention of cardiovascular disease.
  - **ACTION ITEM:** A webinar was developed and educational email blasts were circulated to all organizations who have an account established at ihearteatwelllivewell.org.
Successes Identified include:

- **Blood pressure awareness.** 70% of responding employers encourage employees to see their medical provider for BP screening and/or offer onsite BP screening.
  
  - The collaborative has promoted hundreds of BP awareness and screening campaigns over the past 5 years.

- In addition, 71% of responding worksites participate in the Eat Well Live Well and Know Your Blood Pressure challenges.
Continuous Improvement

- A team of evaluation experts assessed the index and the results from the first year.
  - Targeted areas for improvement were identified in the scoring system, the worksite profile page, and the organization of some questions. **ACTION ITEM:** The revised, updated index will be available for use by the end of 2014.

- **User satisfaction – survey results:**
  - In general, the results were positive.
  - The vast majority of those responding (96%) found the tool useful and are likely to take the survey again next year.
  - In addition, half of the respondents have made changes to their worksite wellness programming as a result of the worksite wellness index.
In Conclusion

- The Worksite Wellness Index Survey has proven to be a useful tool for employers to assess and improve their worksite wellness programming.
- In addition it is a tool that the collaborative is able to use to reach a large number of employers across the Greater Rochester region.
- The aggregate results allow the team to provide targeted interventions and resources to employers to improve worksite wellness programming for the community at large and measure overall improvements for the region.
Next Steps

- Revise index and update resources at ihearteatwelllivewell.org based on the results of our user survey and the feedback from our evaluation team.

- Launch the revised index in the 4th quarter 2014

- Collaborate to develop strategy plans and mentoring opportunities to assist our Health Systems in meeting Federal Needs Assessment and Improvement Planning and State Joint Commission Service requirements

- Create a similar tool to be used in faith-based organizations, launching this tool in 2015.

- Create and house additional toolkits, webinars, and slideshows at our website to coincide with quarterly community-wide health campaigns.
Wellness Success at Vnomics

October 23, 2014
About Vnomics

• Vnomics is a provider of fleet management software and services for commercial fleets.
• The company was formed in 2008, when RIT spun out a technology into a commercial company.
• Today Vnomics has over 50 employees.
• The majority of work completed by employees is sedentary and solitary.
Why Wellness?

• Employees were overworked and underpaid
• Needed inexpensive employee engagement tool
• Management recognized the benefits of employee wellness
• Found Eat Well Live Well challenge
Eat Well Live Well Challenge

• Participants split into teams and track for 8 weeks:
  – Cups of fruits and vegetables consumed
  – Steps taken (or step equivalents of other activities)
  – Weight (optional)
  – Blood pressure (optional)

• Free to participate

• Employer can view aggregate data
Worksite Wellness

• Formed Wellness Committee
• Qualified for Mini Grant to reimburse employees for wellness related expenses (gym memberships, Weight Watchers meetings)
• Offered recommendations to improve company wellness program
• Provided resources and recommendations for providing lactation support to employees
Wellness Committee

• Meets monthly to discuss:
  – Upcoming activities
  – Engagement strategies
  – Wellness related initiatives (flu shots on site?)

• Schedules periodic Lunch and Learns

• Maintains “Activity Board” in break room with list of upcoming community activities (5Ks, marathons, anything in between)

• Influences employee attitude toward wellness
Partnership with American Heart Association

- AHA offers free worksite wellness program:
  - Lunch and Learn sessions presented by affiliated doctors
  - Custom maps and markings of walking paths and online tracking system
  - StartWalkingNow.org
- Offers annual Fit Friendly Worksite Certification
Blood Pressure

• Participated in Blood Pressure Challenge
• Through Eat Well Live Well reports, recognized that many employees have high blood pressure
• Through subsequent Eat Well Live Well Challenges, offered periodic onsite blood pressure checks provided by the YMCA
Lunch and Learns

- Heart Health by the American Heart Association
- Healthy Blood Pressure by Tami Best
- Physical Activity by Strength in Wellness
- Employee Assistance Program (including smoking cessation support) by Insurance Broker
- Stroke Awareness by American Heart Association
- Injury Prevention by Dr. Mike Fink
Creative Initiatives

• Tasteful Tuesdays
  – Try unique fruits and vegetables (star fruit), or common fruits and vegetables in a unique way (different homemade salsa recipes)

• Walking Wednesdays
  – Everyone gathers at the front door at lunch time to walk 2-3 miles

• Fun Fridays
  – Everyone competes in various all-inclusive, fun activities (hula hooping contest, pineapple shotput, marshmallow golf, bocce)