

## How to Build a Culture of Health Through Low to No Cost Resources

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### Who we are

- **Business Health Forum**
  - Moving employers to lead the creation of a sustainable health care system
  - We connect employers with practical health care solutions, decision makers, and each other
- **Mountain States Employers Council**
  - Founded to service businesses
  - Cost effective resource for HR, employment law and survey data

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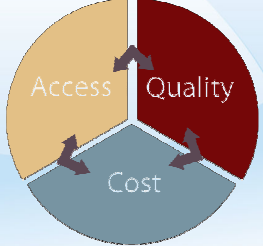
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### Health Care Policy



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**How would you rate your organizations overall health culture?**

1. Very High
2. High
3. Average
4. It could use improvement
5. Needs extensive help

0% 0% 0% 0% 0%

Very High High Average It could use improvement Needs extensive help

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**Agenda**

**H**istory  
**E**mployees  
**A**ttitude  
**L**ocation  
**T**oxic Policies  
**H**earfelt Programs

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**H**istory  
**E**mployees  
**A**ttitude  
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**T**oxic Policies  
**H**earfelt Programs

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## Do you have a wellness program?

1. Smoking cessation
2. Gym membership
3. Educational programs (brown bags)
4. Offering health screening at work
5. Weight management program at work (ex. Weight Watchers)
6. No
7. Other

You can select multiple answers on the keypad.

Smoking cessation    0%    Gym membership    0%    Educational programs ...    0%    Offering health screening...    0%    Weight management p...    0%    No    0%    Other    0%

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## History

- Claims data
  - Top10's
  - Highest Cost
- Programs
  - What's worked
  - What hasn't

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## History

- E**mployees
- A**ttitude
- L**ocation
- T**oxic Policies
- H**earfelt Programs

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## Have you conducted a *Health Risk Assessment*?

1. Yes, within the past 12 months
2. Yes, annually
3. Yes, but it's outdated
4. No
5. Haven't heard of a health risk assessment

Response Option	Percentage
1. Yes, within the past 12 months	0%
2. Yes, annually	0%
3. Yes, but it's outdated	0%
4. No	0%
5. Haven't heard of a health risk assessment	0%

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## Employees

- Demographics
- Observations
  - Smokers
  - Obesity
  - In-activity

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## History

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**Employees play a role in what programs are offered within our organization.**

1. Strongly agree
2. Agree
3. Neutral
4. Disagree
5. Strongly disagree

Response	Percentage
Strongly agree	0%
Agree	0%
Neutral	0%
Disagree	0%
Strongly disagree	0%

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**Attitude**

- Employer
  - Buy in from senior management
  - Walking the talk
- Employee
  - Survey – what employees want
  - Readiness to change

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**Attitude**

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## Attitude

- Free Survey Tools
  - Zoomerang – First 30 days
  - Survey Monkey – basic service
- Low cost
  - MSEC



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## Attitude



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- H**istory
- E**mployees
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- H**earfelt Programs



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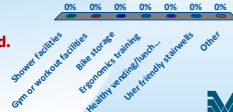
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## What do you offer at your location?

1. Shower facilities
2. Gym or workout facilities
3. Bike storage
4. Ergonomics training
5. Healthy vending/lunchroom food
6. User friendly stairwells
7. Other

You can select multiple answers on the keypad.



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## Location

- Your physical setting
  - Smoke free campus
  - Ergonomics
  - Atmosphere
- External
  - What's accessible
  - Transit to and from work



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## Location



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## Location

### 101 Low Cost Ideas for Worksite Wellness

New York State  
<http://www.nyphysicstherapy.org/mf/ideas.php>

The following ideas for worksite wellness were developed by a group of professionals for maintaining, about how to integrate worksite wellness into your business and benefit employees. Some of these ideas have been tested by the employees of physical therapists' practices.

#### Physical Activity

1. Encourage employees to walk to work or to a nearby business and to park further from the building.
2. Encourage employees to use stairs instead of elevators.
3. Encourage employees to take short walks during the day.
4. Encourage employees to take short walks during the day.
5. Encourage employees to take short walks during the day.
6. Encourage employees to take short walks during the day.
7. Encourage employees to take short walks during the day.
8. Encourage employees to take short walks during the day.
9. Encourage employees to take short walks during the day.
10. Encourage employees to take short walks during the day.

#### Stress Management

11. Encourage employees to take short walks during the day.
12. Encourage employees to take short walks during the day.
13. Encourage employees to take short walks during the day.
14. Encourage employees to take short walks during the day.
15. Encourage employees to take short walks during the day.
16. Encourage employees to take short walks during the day.
17. Encourage employees to take short walks during the day.
18. Encourage employees to take short walks during the day.
19. Encourage employees to take short walks during the day.
20. Encourage employees to take short walks during the day.

#### Tobacco

21. Encourage employees to take short walks during the day.
22. Encourage employees to take short walks during the day.
23. Encourage employees to take short walks during the day.
24. Encourage employees to take short walks during the day.
25. Encourage employees to take short walks during the day.



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## Location



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- History
- Employees
- Attitude
- Location
- Toxic Policies
- Heartfelt Programs



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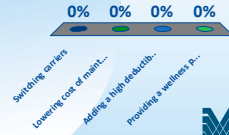
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### Which of the following will have the best long term cost control on your plan?

1. Switching carriers
2. Lowering cost of maintenance drugs
3. Adding a high deductible health plan
4. Providing a wellness program



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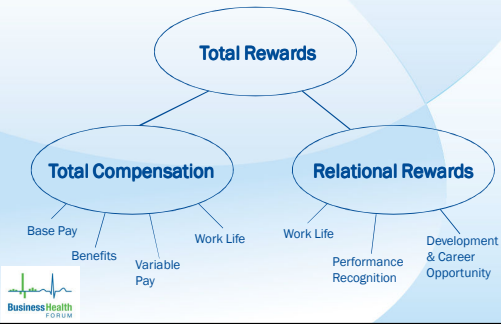
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### Toxic policies



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### Toxic policies

- Short Term
  - Co-insurance and deductibles
  - Offering buy-up plans
  - Changing providers



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## Toxic policies

- Long Term
  - Efficiencies
    - Performance based contracting
    - Steerage to quality providers
    - Pharmacy rebates & negotiation
    - Coverage inclusion/exclusion
    - Supplemental plan
  - Utilization
    - Health promotion
    - Audits
    - Value based benefit design – Evidence based



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## Toxic policies

The screenshot shows the Partnership for Prevention website. The main heading is "Partnership for Prevention" with the tagline "Sharing Policies • Inspiring Health". Below this, there is a "Workplace Guide" section with a list of bullet points: "• Engage your plan's provider", "• Offer preventive services beyond health through your health plan", "• Support access to preventive services for all employees", "• Encourage employees to get preventive care", "• Make sure your health plan is diverse across covering rates", "• Encourage preventive services through direct support and/or workplace environment", and "• Support vaccination through direct support and/or workplace environment". To the right of the text is a graphic titled "Investing in Health". At the bottom of the screenshot, there is a section titled "Electronic links found in Investing in Health: Page 2: Information on Purchasing Health Insurance" with a list of links and a "PDF" icon.



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## Toxic policies

- Risk Management
- Handbook



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## Heartfelt programs

- How deeply do you want to intrude into your employees health?
- Are you prepared to negatively affect employee for not being healthy?
- How does culture impact your tolerance for diversity?
- Is free always better? What is your employees willingness to pay?



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## Heartfelt programs

- Take advantage of administrators
  - Presentations
  - Resources – Print & websites
- Concierge type services
  - Blood screens
  - Flu shots



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## Heartfelt programs

**Community Health Screenings**

The Catholic Health System's mission is to promote the health and well-being of our patients and our community. We share the importance of our ongoing commitment to the prevention, diagnosis, and treatment of cardiovascular disease and the role of our employees in this mission. Our employees are the heart of our organization and we are committed to providing them with the best possible health care services. Health screenings are an important part of our commitment to the health and well-being of our employees. We offer a variety of health screenings through the Saint Joseph Health System. For more information on upcoming health screening events or if you are an employer inquiring to schedule a health screening at your organization please call 800.888.8888.

**What does each cardiovascular screening measure?**

Click on the screening below to find out:

- Blood Pressure
- Body Fat Analysis
- Cardiac Risk Assessment
- Cholesterol & Glucose
- ECHO



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## Heartfelt programs

- Ask for partnerships
- What's happening locally
- Mentoring/Buddy system



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## Heartfelt programs



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## Heartfelt programs



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## Heartfelt programs



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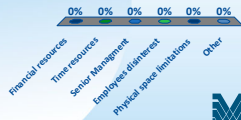
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## What do you see as your greatest barrier to actually implementing change?

1. Financial resources
2. Time resources
3. Senior Management
4. Employees disinterest
5. Physical space limitations
6. Other



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## Low to no cost resources

 **MemberAlert** Alerts you about changes and events which employees value their employers and are best engaged in activities for health and safety. **Choice of activities, health plans, services, well programs, Agent assistance and the convenience of care.**

**Free to Low Cost Resources**

Mountain State Employees Council (MSEC) discovered these resources through research in preparing for the Colorado Culture of Health Conference. MSEC does not endorse any particular organization or product but do see one that fit as exemplar when it recognizes there are resources that we just haven't found yet.

**Answer Your Questions** [www.msec.org/asktheexpert](http://www.msec.org/asktheexpert)

Is something a complete answer? Check to Make <http://www.changeforhealth.com> Change to Move is a 12 week program for women who want to make a change in their health. As part of the Co-Read for Women's Movement, Change to Move offers women the power to find personal energy and live the life they want.

**Answer as the Move** [www.msec.org/asktheexpert](http://www.msec.org/asktheexpert)

Answer as the Move challenge you, your family and your community to live small steps and make small changes to become part of the Movement group to help you to change people, inspire health, and make a difference. It is a 12 week challenge to help you change as a person, inspire help you reach the goal. The Move Program offers you resources to join individuals and groups of as local or online. Resources to groups are provided for you to use.



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## Tool kits

**Meaningful health care changes will occur when employers take full control and get the support to continue the work and spend. Creating a sustainable health care system will require major investments and the commitment of time.**

**State Worksite Wellness Tool Kits & Resources**

Mountain States Employers Council (MSEC) discovered these resources through research in preparing for the Colorado Culture of Health Conference. MSEC does not endorse any particular organization or product but do see the list as a compilation of resources. There are resources that we just haven't found yet.

**Alaska**  
<http://www.trevelo.alaska.gov/employees/health/default.htm>

**Arkansas**  
[http://www.arkansan.gov/help/other\\_wellness\\_broch.pdf](http://www.arkansan.gov/help/other_wellness_broch.pdf)

**California**  
<http://www.cdph.ca.gov/Programs/CID/DCDC/Pages/WorksiteWellnessCD.aspx>

**Colorado**  
<http://www.colorado.gov/opa/COOPAN/resources/healthresources.html>

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## Sign up for our e-newsletter, visit our Website




**Business Health Forum E-News**  
 Engaging employers in sustainable health care solutions April 15, 2009

**Greetings!**  
 The Business Health Forum believes meaningful health care change will result when employers voice their opinions and are fully engaged in reforming the health care system. Creating a sustainable health care system will positively impact businesses and the community at large.

**Searching for Plan Options: Limited Benefit Plans**  
 Is something better than nothing? That seemed to be the decision that the Colorado Legislature made last week when it passed SB 114. Sponsored by Rep. Swalm (R-Centennial) and Sen. Schwartz (D-Silverton Village), it creates a pilot program allowing health maintenance organizations to offer limited benefit plans to uninsured individuals with fewer than 25,000 people. Limited benefit plans are health plans with lower monthly premiums than comprehensive major medical health insurance plans because they offer a "tripped over" limit of benefits. The bill, requiring annual maximum benefits of at least \$25K, has been sent on to the Governor for consideration.

**At the same time, a panel created last year to evaluate proposals**

**To be added to the email list, email:**  
[cathy@bizhealthforum.org](mailto:cathy@bizhealthforum.org)

**To visit the Business Health Forum website, click:**  
[www.bizhealthforum.org](http://www.bizhealthforum.org)

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## Contact us

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