

Improving Health & Productivity in the Workplace

Creating an Outcomes Based Approach to Wellness with a Focus on Prevention



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Requirements to Receive HRCI Credit & SHRM Credit



You must:

- When registering for webinar, must request specific credit
- Be logged into the webinar under your own name
- Attend the entire length of webinar
- The Partners Group will send out an email to all the qualifying participants
 - Follow the instructions on the credit sheet to claim the 1 hour of HRCI (HR general) credit
 - The email sent is recognition for you receiving 1 PDC credit for SHRM BoCK credit



Agenda

- **Benefits of Wellness in the Workplace**
- **A Focus on Prevention**
- **Health Contingent Outcomes Based Programs**
- **What's Next in Workplace Wellness**

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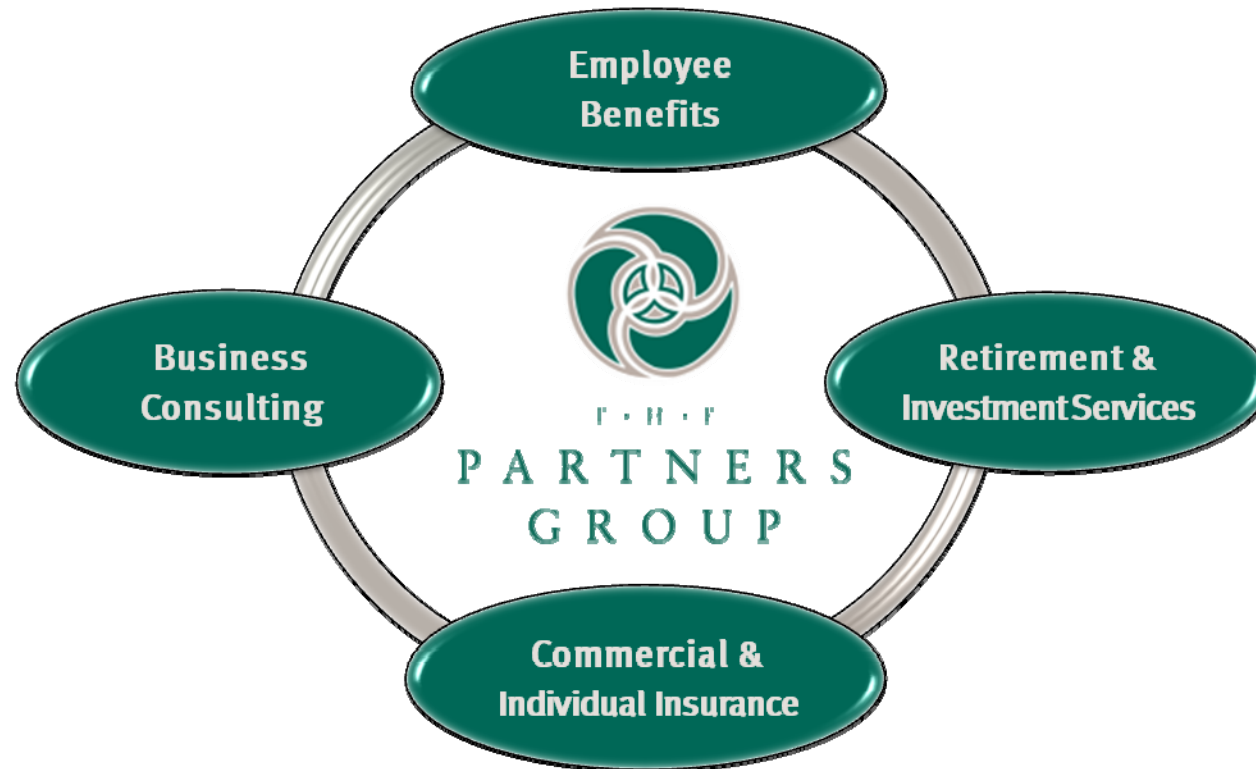
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The Partners Group (TPG)



Complementary Health & Wealth Management Services



Our Focus Areas



Wellness
Consulting
Services

Data and
Health
Analytics

Total
Absence
Management

Health
Promotion
& Prevention
Programs

Adding up to a Healthier and More Productive Workplace

PartnerWell



Audience Question # 1



How many of you are currently offering some type of a wellness program to your employees?

Employees As Your Greatest Assets



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Benefits of Employee Wellness Programs



- Improved employee health
- Controlled healthcare costs
- Increased productivity
- Reduced absenteeism
- Improved job satisfaction
- Easier recruitment and retention of employees

The Benefits of Workplace Wellness



Employees who Engage in Wellness Programs can see Positive Results



- Weight loss
- Stress relief
- Reduced health risks and/or conditions
- Improved work performance
- Increased energy and satisfaction

Our Health at Risk



Facts from the Centers for Disease Control and Prevention:

- Chronic diseases and related lifestyle risk factors are the leading drivers of health care costs for employers.
- 50 -80% of disease linked to behavioral choices we make.
- Four of the 10 most expensive health conditions for US employers – high blood pressure, heart attack, diabetes and chest pain – are related to heart disease and stroke.



Not smoking



Eating Healthy



Physical Activity



Healthy Weight

A Prescription for Health



“An Ounce of Prevention is Worth a Pound of Cure”



- Primary Prevention
- Secondary Prevention
- Tertiary Prevention

ge

Wellness and Health Promotion

Well/At Risk <3
75-80%
20% of \$\$



Rising Risk $\geq 3 < 9$
15-20%
50% of \$\$



High Risk >9
1-2%
30% of \$\$



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Primary Prevention Strategies



Help People Stay Healthy and Productive

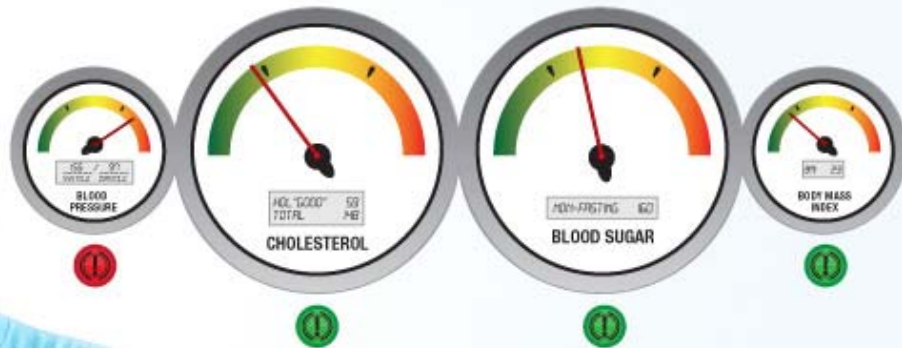
- Nutrition
- Movement
- Ergonomics
- Lifestyle Management
- Health Education

Aims to Prevent Disease or Injury Before it Actually Happens

Secondary Prevention Strategies



Why know your numbers?



Knowing your numbers in key health areas can show you how healthy you are, and where there might be potential warning signs. Participating in our bio-screening event can provide you with a snapshot of your health and alert you to areas of concern.

Help People Assess, Identify and Manage Conditions Early

- Biometric Screenings and early detection programs
- Health Coaching
- Health Risk Assessments
- Work Disability Prevention Programs

Aims to Reduce the Impact of Disease that has Already Occurred

Tertiary Prevention Strategies



Help People Manage Long Term, Often Complex Health Problems

- Disease management programs
- Return to work programs
- Evidence based quality care management

Aims to Soften the Impact of Ongoing Illness or Injury that has Lasting Effects

Impact of Prevention on Employee Health Risk Reduction: A Case Study



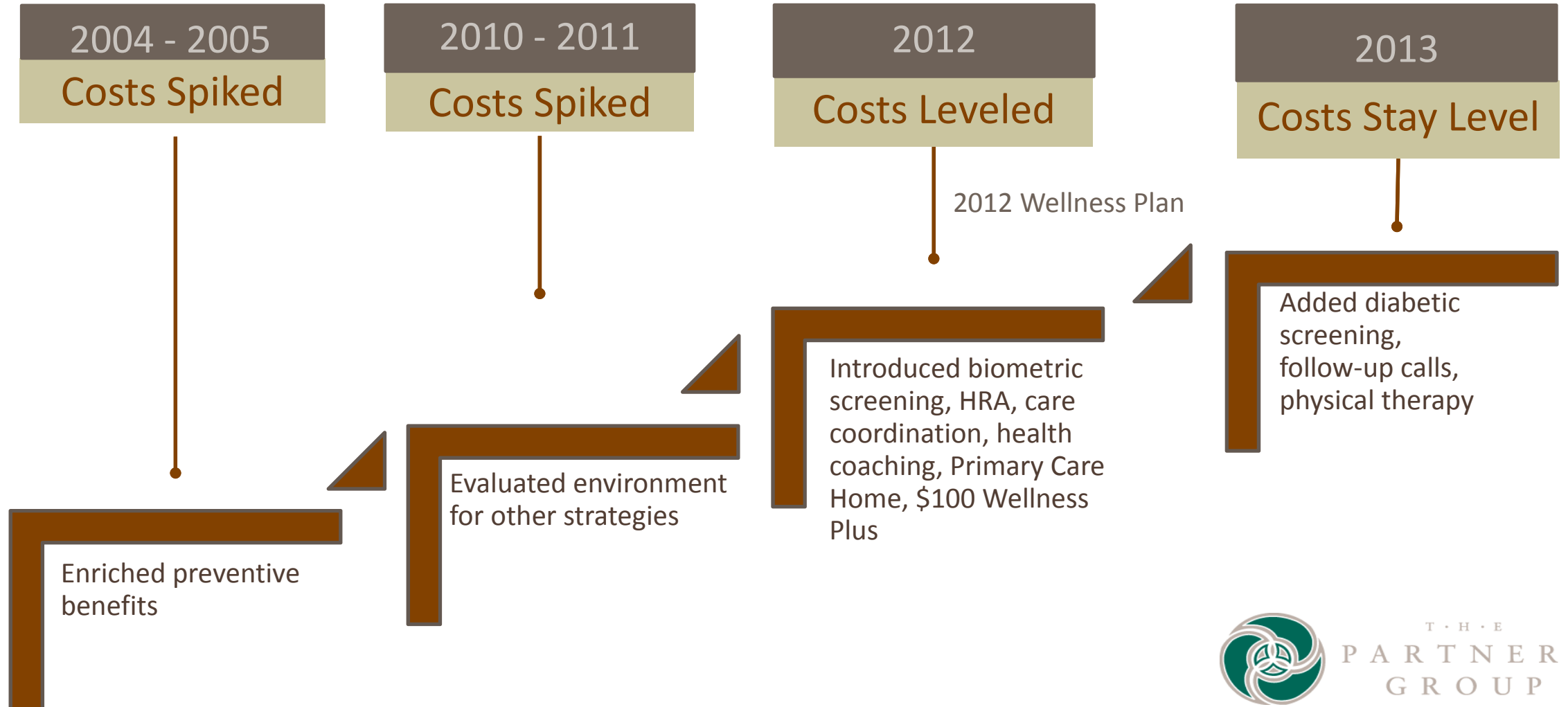
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Integrated Health Care Delivery System with 4,000 employee participants across three counties.

Plan History

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Integrated Wellness Programs



Developed team-centered approach

- Joint development and leadership of Corporate Wellness Council
 - Employee Health and Wellness
 - Health and Safety
 - Health Plan
- Joined programs and aligned efforts
 - Create a “culture of health”
 - Foster healthier workplace
 - Increase personal health awareness
 - Reward healthy lifestyle choices
 - Improve employee health via engagement strategy

An Employers Wellness Journey



WORKSITE WELLNESS

- Employee Wellness benefits
 - \$300 'Wellness Dollars'
 - Weight Watchers
 - Voluntary biometric screens
- Tobacco Free Campus and Policy
- Flu Shot Campaign
- Fitness Center Benefits
- Biggest Loser Competition
- Leadership Wellness

HEALTH PLAN

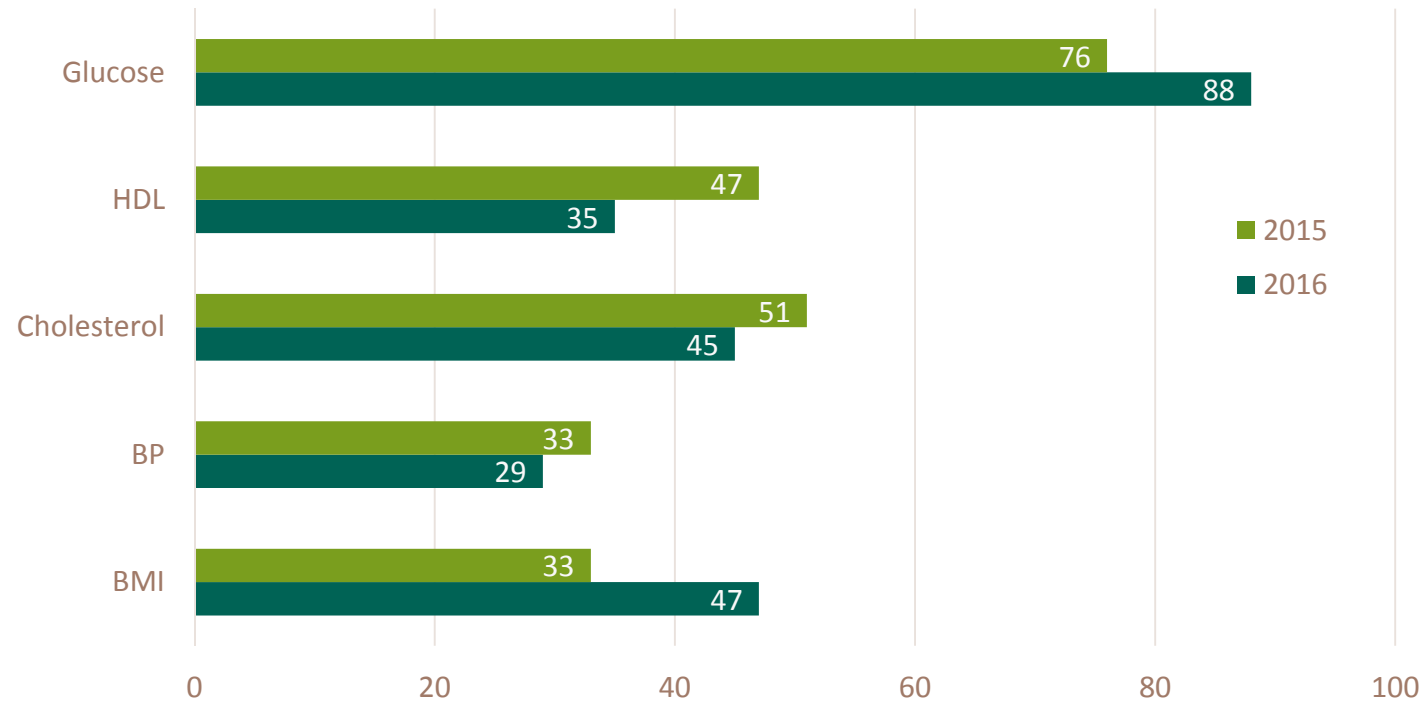
- Tobacco Cessation Education and Rx coverage
- \$0 generic co-pay Tier for Chronic Diseases
- Nutrition Program
- Health Coaching
- Incentive Program
- Wellness Plan
 - Mandatory Biometric Screens
 - Health Coaching
 - Value Based Benefits
 - Prevention cohorts
 - Preventive screenings
 - Out-of-range biometrics

Improvements for At-Risk Participants



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Percentage of At-Risk Participants
WHO HAVE SHOWN IMPROVEMENTS

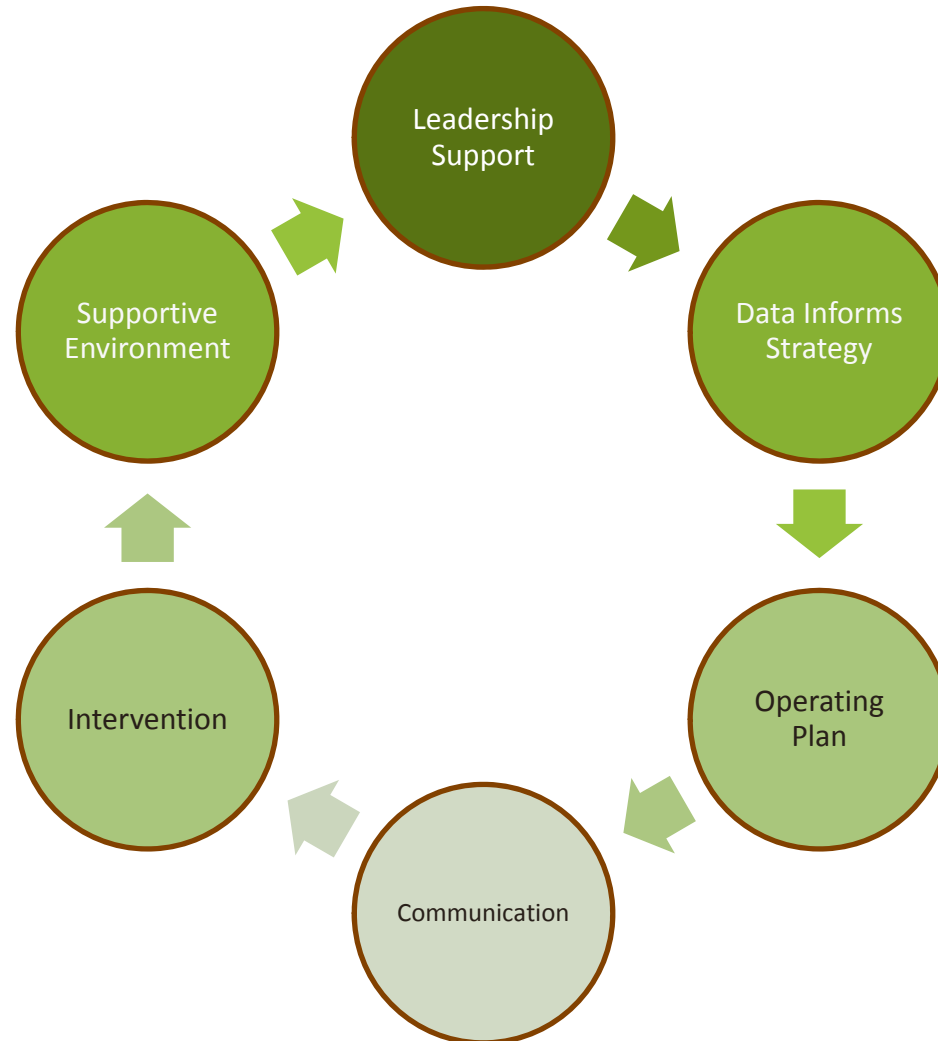


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Critical Success Factors



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Stretch Break



- Stand (if you aren't already)
- Lift Your Arms Above your Head
- Reach your Fingers Towards the Ceiling
- And Slowly Bend Forward Towards the Floor
- Slowly, Rise Back Up to Standing or Sitting.
- Take a Deep Breath In
- Exhale.....
- Repeat Deep Breath.

Audience Question



How many of you are actively pursuing or already have in place a health contingent outcomes based program?

Meaning, your program does or will reward employees for achieving improvements in health related metrics, like BMI, Tobacco Use, Cholesterol or Blood Pressure?

The Move Towards Outcomes Based



Types of Wellness Programs:

- Health Education and Participation – only programs (not related to the health plan)
- Participation – only (related to the health plan)
- Health - contingent Activity only (related to the health plan)
- Health - contingent Outcomes based (related to the health plan)

Legal Requirements



*All outcomes-based wellness programs must meet **five** requirements*



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Outcomes-Based Programs: The Five Requirements



1. The program must give individuals the opportunity to qualify for the reward *at least* once a year
2. The reward must not exceed 30 percent of the cost of coverage
3. Reasonable Design
 - A program will meet this requirement if:
 - It has a reasonable chance of improving the health of or preventing disease in participating individuals;
 - It is not overly burdensome;
 - It is not a subterfuge for discriminating based on a health factor; and
 - It is not highly suspect in the method chosen to promote health or prevent disease.



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Outcomes-Based Programs: The Five Requirements



4. Uniform Availability

- Must meet general similarly-situated standard
- Must provide a reasonable alternative if participant does not meet the specified outcome

5. Notice of availability of reasonable alternative standard

- Must provide that:
 - Reasonable alternatives are available
 - Recommendations of a physician will be accommodated

HIPAA Confidentiality Guidelines



■ HHS provided additional guidance April 16 2015:

- Clarifies that while employers are not covered entities in their capacities as employers, they have some confidentiality obligations when a wellness program is covered by HIPAA
- Employer can only access PHI from plan if employer
 - 1) performs plan administration and
 - 2) amends the plan documents to certify that the employer will meet HIPAA requirements

Programs Covered by the ADA



- **New ADA rules took effect January 1, 2017**
- **April 5, 2017:** EEOC settled wellness case for \$100,000 and mandatory training.
 - *Program asked disability-related questions and required a medical exam. When employee refused to participate, the entire cost of her medical coverage was shifted from the company to the employee, which created a penalty that exceeds the ADA rules.*

Why Are We Even Talking About the ADA?



- **Wellness programs that include disability-related inquiries and/or medical examinations are subject to ADA rules**

- **Under ADA rules, a program must:**
 - Be voluntary;
 - Meet ADA confidentiality requirements; and
 - Be a reasonable design

What Does it Mean for a Program to be “Voluntary”?



- **Maximum incentive cannot exceed ADA rules**
- **Program cannot be mandatory**
- **Employee cannot be excluded from any of employer's health plans or benefit packages for nonparticipation or failure to achieve outcome**

Voluntariness

The Maximum Incentive



- **Maximum reward is 30% of the total cost of employee-only coverage (employer and employee side)**
- **Three key differences from the HIPAA incentive rules:**
 - HIPAA rules look to the cost of family coverage when dependents participate in the program
 - A 50% reward is available for smoking cessation programs under the HIPAA rules
 - No cap for participation-only programs under the HIPAA rules

Confidentiality Requirements



- **Notice is distributed to the employee before the employee provides health information. The notice describes:**
 - Information to be collected
 - How it will be used
 - Who will receive it
 - How it will be kept confidential
- **Employer only gets aggregated information**
- **Employer may not require employee to agree to the sale, exchange, sharing, transfer, or other disclosure of medical information (except to the extent necessary to carry out the wellness program)**
- **Employer may not require employee to waive confidentiality protections under the ADA as a condition for participating in the wellness program**

Confidentiality Notice Requirement



- A sample notice is available here:
<https://www.eeoc.gov/laws/regulations/ada-wellness-notice.cfm>

Reasonable Design



- Mirrors rules we have already discussed.

Beyond Physical Health



Total Health and Well-Being Components:

- Emotional Well-Being
- Financial Literacy
- Cultural Competencies
- Health Literacy
- Readiness to Change
- Social Influences
- Community Connectedness

“The **Future of Workplace Wellness** Initiatives Must go **Beyond** the **Standard Definitions** of “Wellness” to the Creation of a more **Holistic Culture** Geared Toward **Health and Performance**. Done Right, Everyone Wins.” – Philip Swayze: Society for Human Resource Management.

Resources to Get you Started



- Wellness at Work through Oregon Public Health Institute (OPHI)
- Workplace Health Promotion (Centers for Disease Control and Prevention)
- Worksite Wellness Network
- WELCOA
- American Heart Association Play Book
- National Institute of Health (NIH)
- Carrier Partners
- HERO Health (Health Enhancement Research Organization)



Questions?



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