

Helping Companies & Organizations Grow: An Employer Health & Productivity Roadmap

**Michael D Parkinson, MD, MPH, FACPM
Sr Medical Director Health & Productivity**

UPMC HEALTH PLAN

Our Mutual Challenge: Creating Globally Competitive Workforces . . . But How?

Health Measure	Prevalence	Pittsburgh Ranking vs. 14 Similar US Economic Regions
Diabetes	9.5%	13th
Fatal Heart Attacks	31.7%	12th
Obesity	28.2%	10th



(Source: 2011 Pittsburgh Today & Tomorrow)

UPMC HEALTH PLAN

“Health Promotion” or “Health Protection” . .

“Occupational” or “Non-Occupational” . . A Picture Worth . . .



UPMC HEALTH PLAN

How Many Americans Can Just Say “Yes” to All 5?

I am within 5 pounds of my ideal body weight

I exercise 30 minutes or more most days of week

I eat a healthy diet with 5 fruits/vegetables most days

I don't use tobacco products

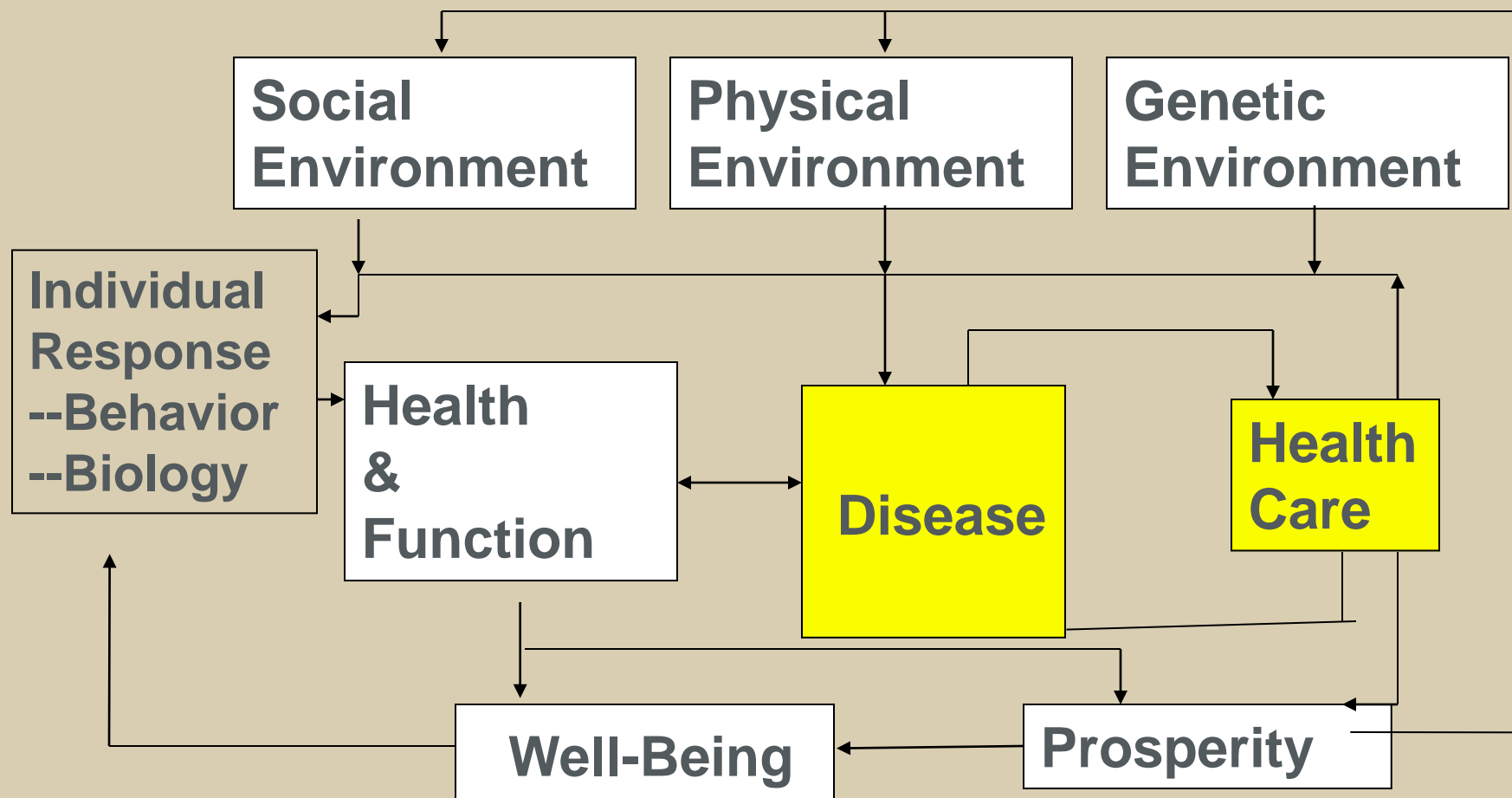
I have 2 or fewer alcoholic drinks per day

\$2.6 T: 75% Behaviors, 30% Waste What are We Trying To Do Anyway?



"Give it to me straight, Doc. How long do I have to ignore your advice?"

The True Determinants of “Health” and “Disease” Where & How We Live, Learn, *Work* and Play



Evans, R. G., Barer, M. L., & Marmor, T. R. (1994)

Why Are Some People Healthy and Others Not?. New York: Aldine De Gruyter

Mediterranean (or Asian) Diet + Nonsmoker + Daily Activity + Moderate Alcohol Use*

<u>Disease</u>	<u>Reduction Compared to U.S.</u>	<u>Comment</u>
Heart Disease	64%*–83%**	80% due to modifiable risk factors
Cancer	60%*	Approximates NCI estimates
Diabetes	91%**	No type 2 epidemic
All-cause Mortality	50%*	25 year Okinawa program —similar findings

* *Knoops et al* and ***Rimm, Stampfer, JAMA 2004;292:1433-1439*

UPMC HEALTH PLAN

30% = \$750B: Excess Cost, Waste and Inefficiency*

- Unnecessary services
 - Overuse, misuse, defensive medicine, higher cost but no value
- Inefficient delivery
 - Fragmentation, lack of coordination
- Excess admin costs
- Excessive prices
 - Rx, med devices, physician and hospital services
- Missed prevention
 - Primary, secondary, tertiary
- Fraud

*IOM 2011: The Healthcare Imperative: Lowering Costs and Improving Outcomes

Institute of Medicine: What Does A Healthy Workforce Look Like?*

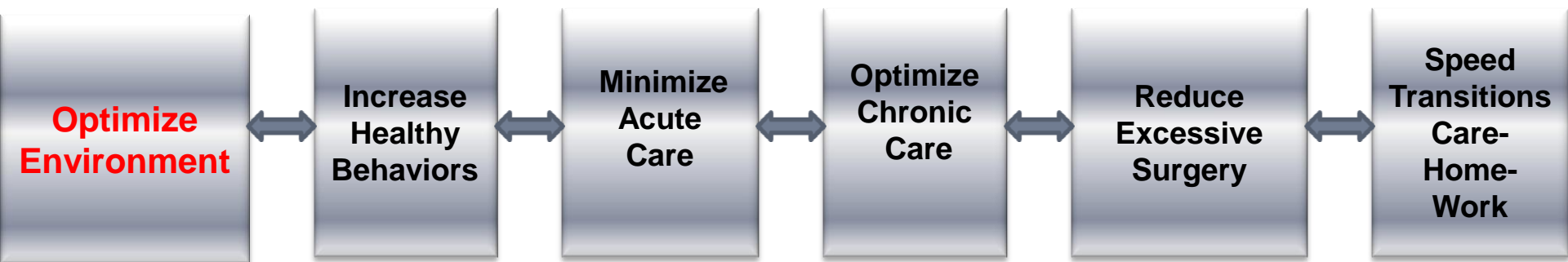
- **HEALTHY**
 - Demonstrating optimal health status as defined by positive health behaviors; minimal modifiable risk factors; and minimal illnesses, diseases, and injuries
- **PRODUCTIVE**
 - Functioning to produce the maximum contribution to achievement of personal goals and the organizational mission
- **READY**
 - Possessing an ability to respond to changing demands given the increasing pace and unpredictable nature of work
- **RESILIENT**
 - Adjusting to setbacks, increased demands, or unusual challenges by bouncing back to optimal “well-being” and performance without incurring severe functional decrement.

IOM: Integrating Employee Health: A Report for NASA 2007

UPMC HEALTH PLAN

Employer Health & Productivity Road Map

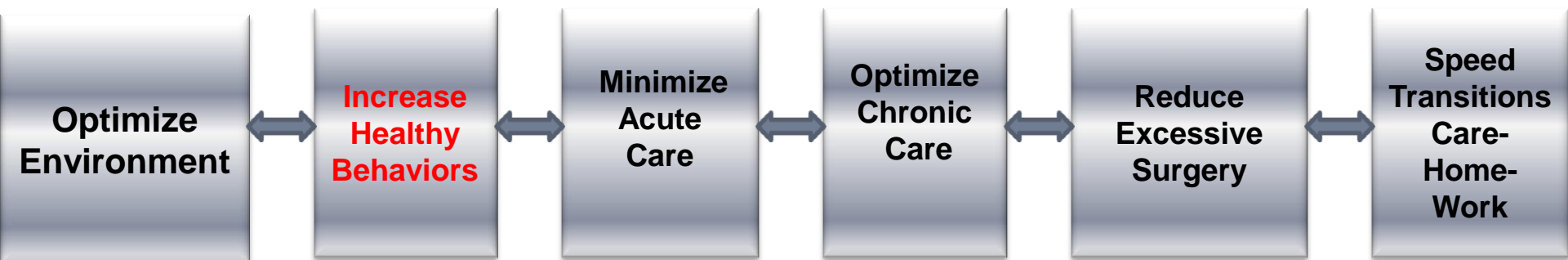
“Understand, Improve & Partner With Your Doctor”



- Health and Productivity Alignment Assessment Report and Gap Analysis
- Health & Performance Total Economic Opportunity
- Ergonomic evaluation and support
- Wellness Course Participation

Employer Health & Productivity Road Map

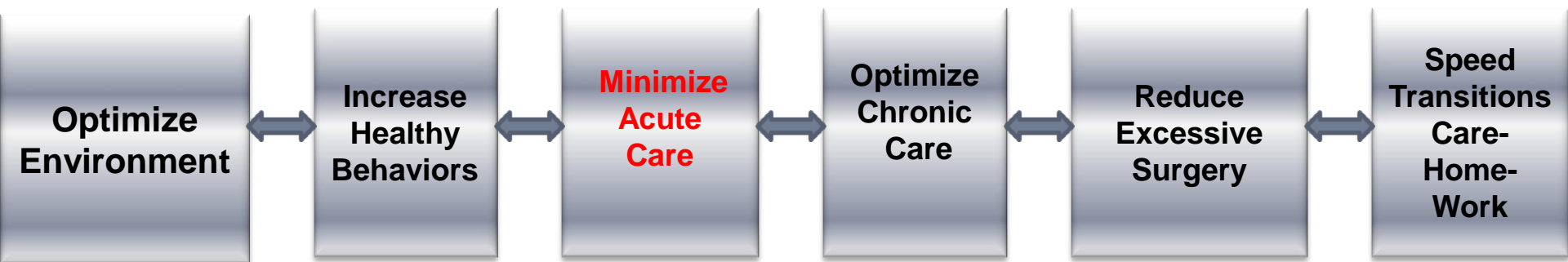
“Understand, Improve & Partner With Your Doctor”



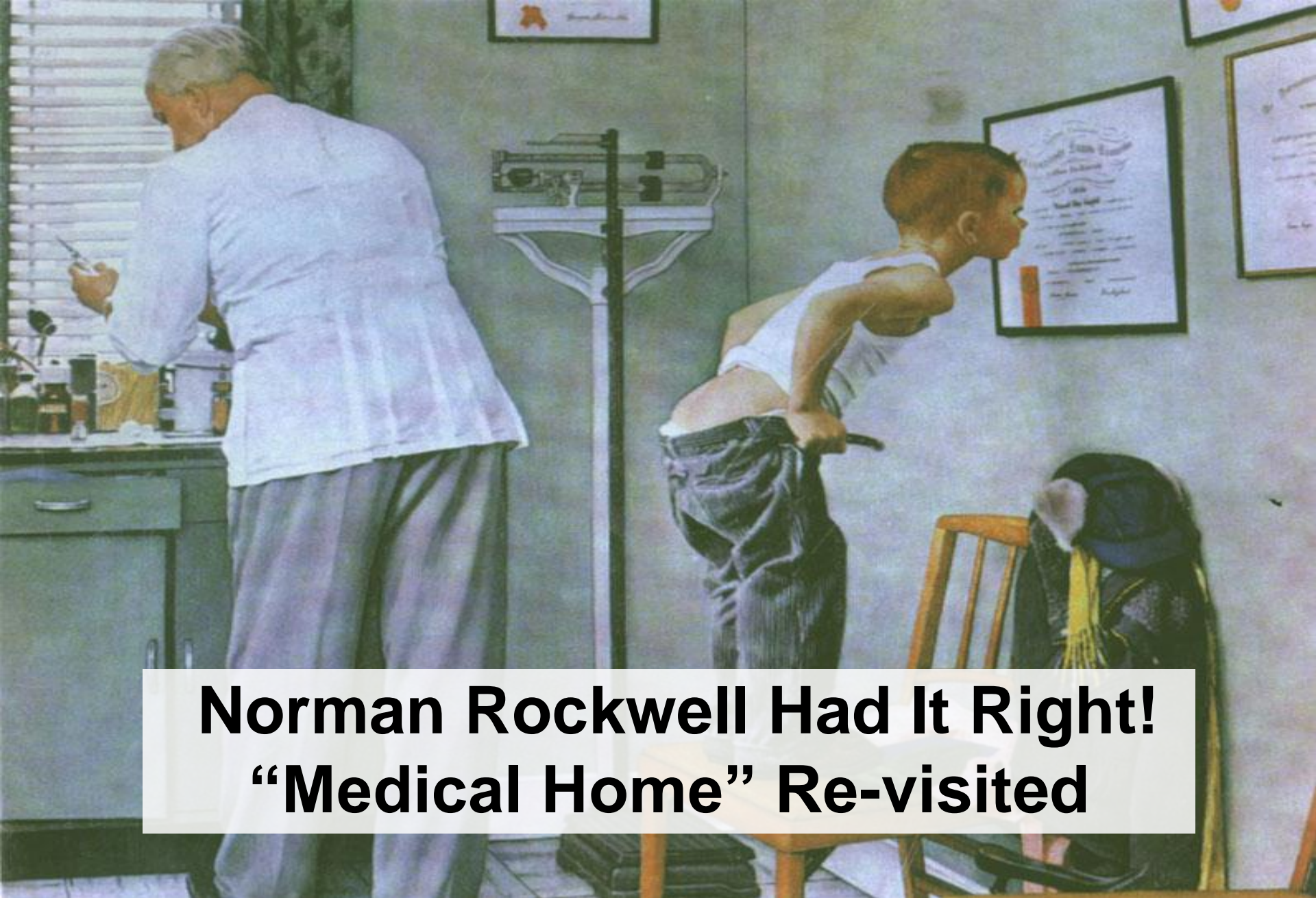
- “Champion Index” - % in optimal health
- Population risk profile & movement
- Biometric changes over time
- Clinical preventive services
- Lifestyle coaching enrollment & graduation

Employer Health & Productivity Road Map

“Understand, Improve & Partner With Your Doctor”



- Visits/1000 by site of traditional and alternative care
- HealthTrak and e-visits
- Lower cost and onsite care options
- Prevalence of impactable acute visits



**Norman Rockwell Had It Right!
“Medical Home” Re-visited**

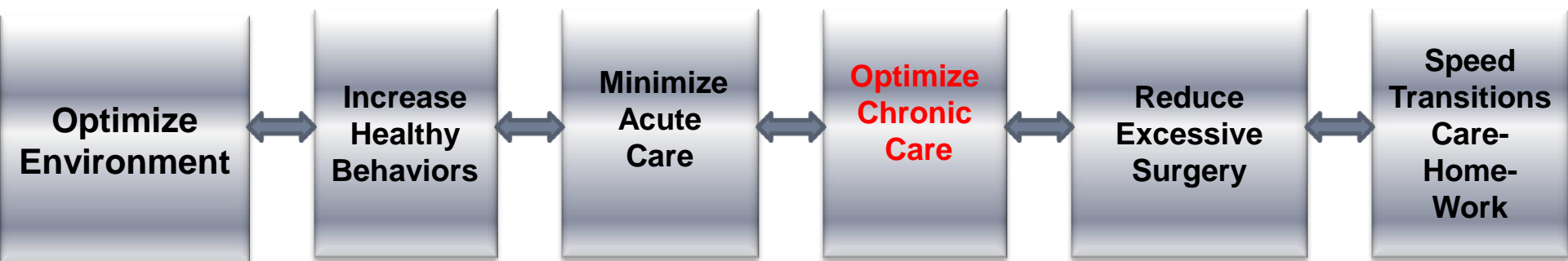
I Still Want “My Rockwell” But My Way, My Time, For Less \$\$



UPMC HEALTH PLAN

Employer Health & Productivity Road Map

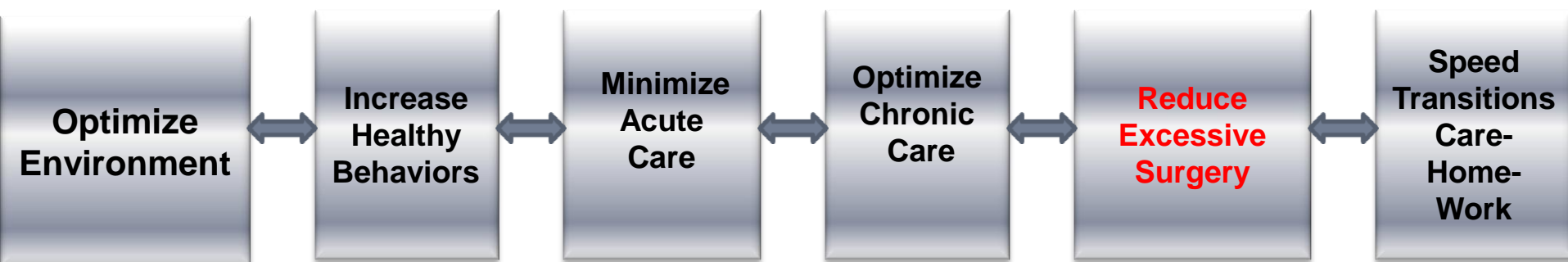
“Understand, Improve & Partner With Your Doctor”



- Condition prevalence
- Identification & referral process
 - % “active” self-identification
 - % “passive” outreach
- Disease Management Coaching:
 - enrollment & graduation

Employer Health & Productivity Road Map

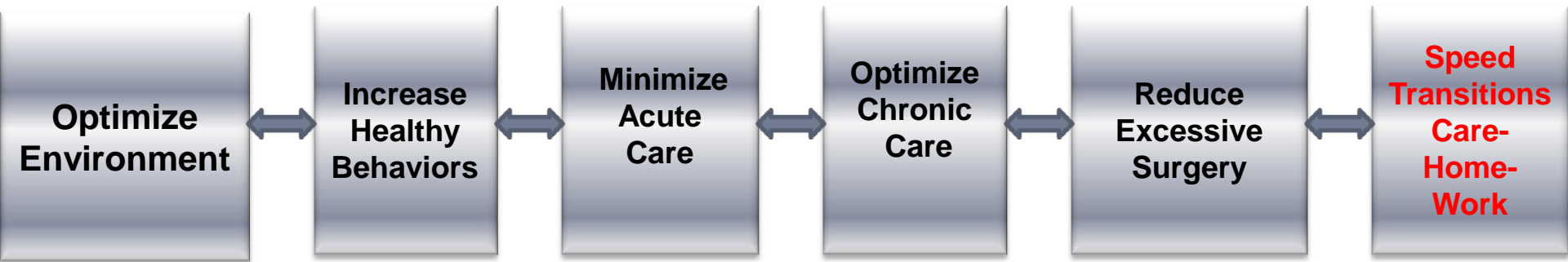
“Understand, Improve & Partner With Your Doctor”



- Shared decision-making before surgery with interactive online tool
- Best practice step therapy pathway for low back pain
- Reduce:
 - Number of low back surgeries
 - Advanced imaging rate
- Expand to more preference-sensitive discretionary surgeries and conditions

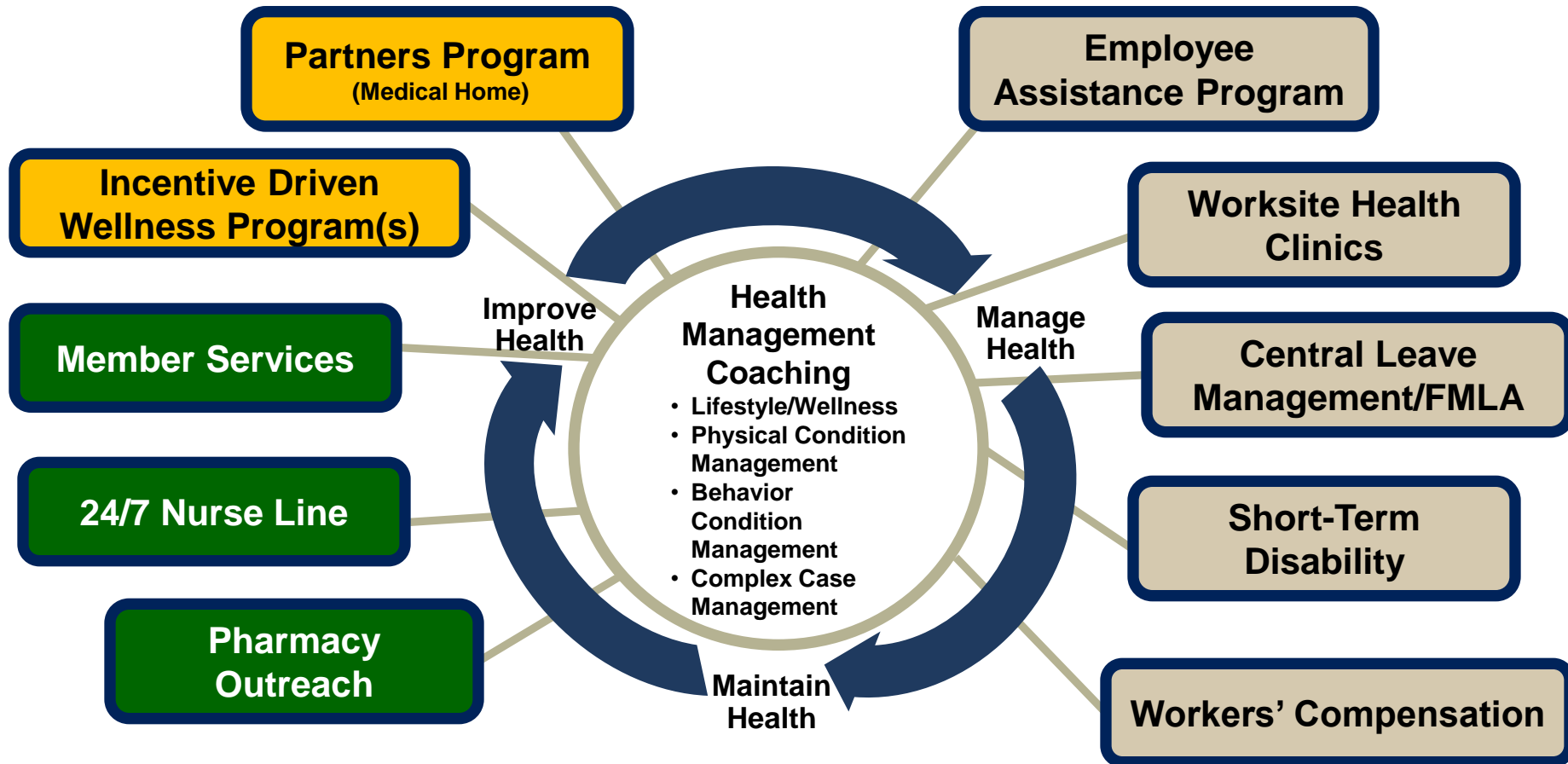
UPMC HEALTH PLAN

Employer Health & Productivity Road Map “Understand, Improve & Partner With Your Doctor”

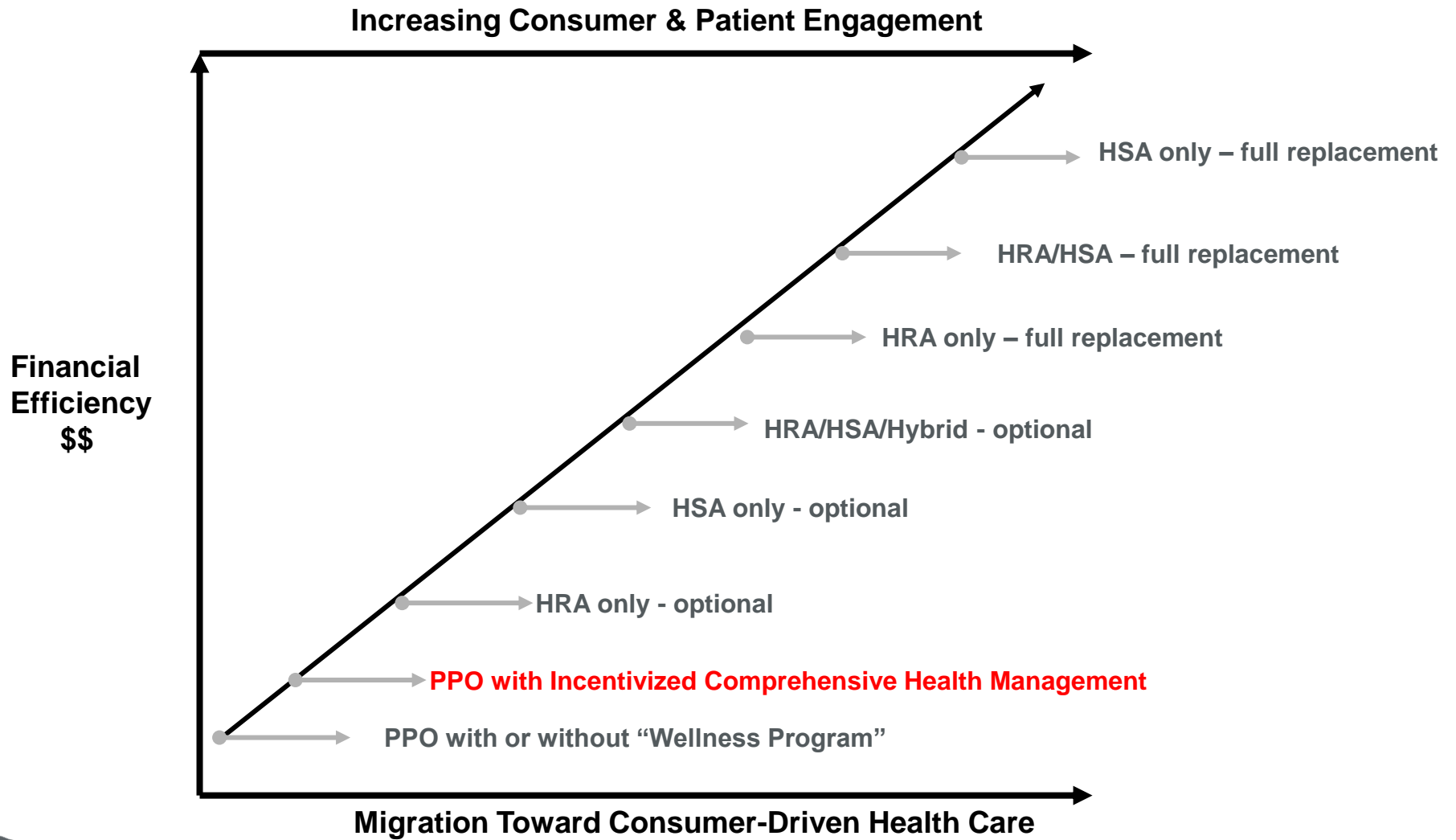


- Top 4-5 conditions that drive Time Away From Work
- Absence changes over time
- Leave management

Coordination of “Stove-piped” Programs Has Produced Decreased Absenteeism & Improved Productivity



Powering the Health & Productivity Roadmap: Moving to Maximally Effective CDHP



Recent Rand and Previous CDHP Results: More Care Engagement, Prevention & Lower Costs

- 9-17% less cost year 1 and 1-2% below trend each yr after
- 6-8 year longitudinal studies of 1.5-2.5M members
 - Own employees and commercial book age, risk-adjusted compared to traditional PPO plans
- Over 8 years saved \$21.5M per 10,000 members
- Increased preventive care (12%) and participation in wellness/care engagement programs
- Decreased ER utilization (5 – 10%)
- Increased chronic care compliance/metrics
- Decreased outpatient (15%) & specialist visits (11%)
- Increased use of web info and tools (price/quality)

“Understand, Improve and Partner” Incentivized Strategy to Optimize Engagement



Understand

your current health.

The Health Risk Assessment is a confidential online tool that will help you assess your health and identify opportunities for improvement. 30 minutes can earn you \$100 for health expenses and set you on the road to better long-term health.

Health Screening: Know you're your numbers! Glucose, Cholesterol, and BMI.

Health Risk Assessment - \$100

Health Screening- \$50
Screening at least once every 3 years will pay \$50 per year

\$150



Improve & Partner

Improve your Health and Partner with your Physician.

Log on to your Member Portal for customized Health Activities you can take to earn incentive dollars and for more program details.

Flu Vaccine- \$50

Health Coaching for chronic conditions - \$300

Any Preventive Screening - \$100
Such as mammogram, colonoscopy, vision, etc.

Telephonic Lifestyle Programs- up to \$275
Such as: Weight Management, Tobacco cessation, Stress Management, Improve Physical Activity, or Improve Nutrition

Partner with your Physician- up to \$200
Periodic preventive visits, Collaborate with your physician and other healthcare providers on treatment decisions.

More activities online at <http://www.upmchealthplan.com/members/>

Up to \$350



Healthier You

- Better Quality of Life
- Improved Health
- Lower Out-of-Pocket Costs

Incentive dollars to cover health care expenses-
Unused funds roll to future years!

Up to \$500

Individual Total Per year

Families can earn up to \$1000

- Health Risk Assessment
- Biometric Screening
- Flu Shot
- Lifestyle & disease management coaching
- Preventive Screenings
- Partner with your Doctor
 - Shared decision-making for surgeries
 - Use of care delivery innovations
- Earn up to \$500/\$1000 (standard)
- Customized for larger employers
- Used toward deductible and coinsurance

Summary

- Employer Health and Productivity Roadmap strategy defines actionable plan to improve health & reduce total costs
 - Creates “across-stove pipes” vision of what needs to be done for employees and families
 - Creates maximum savings fastest to grow employers’ business
 - Quarterly Roadmap reports and action plans drive ownership and action
- Promotes incentivized comprehensive health management and next generation consumer-directed health plans to maximize innovation in cost, mode, innovation and transparency in medical services