



Good Health

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Establishing a Health Risk Management Program (HRMP):

WHY IT'S VITAL FOR EVERY ORGANIZATION TO
CREATE A CULTURE THAT PROMOTES PERSONAL
RESPONSIBILITY FOR HEALTH STATUS AND
DEVELOPS AN ENVIRONMENT SUPPORTIVE OF
HEALTH MAINTENANCE/IMPROVEMENT.





Health Risk Management Program: Answers to Your Questions

[Q]: WHY SHOULD ALL EMPLOYERS IMPLEMENT A HEALTH RISK MANAGEMENT PROGRAM (HRMP)?

[A:] The health status of an employee impacts each business operation in myriad ways: expenditures related to health benefits, absenteeism, presenteeism, productivity, creativity, etc. Any organization wishing to successfully compete in the market place must manage the human capital which develops, designs, manufactures, delivers, markets, or supports its product/service.

As early as the 1990s, evidence suggested that individuals of medium health risk (3 or 4 health risk factors) generated medical costs 57% greater than employees of low health risk (0 to 2 risk factors). Employees of high risk (5 or more risk factors) generated medical costs 150% greater than those of low risk.

[Q]: WHO SHOULD BE INVOLVED IN THE DESIGN AND IMPLEMENTATION OF THE HRMP?

[A:] Creating a healthy culture within the workplace requires support from all levels of the business organization:

- Senior Management should develop, commit to, and communicate the organization's vision of a culture of health
- Operational Leadership should implement and champion programs in each of the core HRMP areas
- Employees must be empowered and incented to adopt a work/lifestyle consistent with improved health outcomes

The formation of a cross-functional steering committee (Wellness Committee) should be an early objective of every organization. Among the responsibilities of the Wellness Committee should be:

- Develop and document program goals
- Develop HRMP elements
- Develop a budget for the HRMP and secure necessary funding
- Determine measures that will monitor the effectiveness of the HRMP in relation to the program goals
- Champion the program initiatives throughout the organization

Typically, a Wellness Committee will be led by a representative of Human Resources or Finance and will be comprised of staff and managers/supervisors from various functional areas throughout the organization. It may also include individuals external to the organization, such as, a benefits broker/consultant or healthcare/fitness professional.

[Q]: WHAT COMPRISES AN EFFECTIVE HRMP?

[A:] An effective HRMP should be developed around 4 core areas:

- Numbers related to personal health status
- Education related to existing risk factors
- Action toward improved health
- Reward

[Q]: WHEN SHOULD I IMPLEMENT AN HRMP?

[A:] With health care costs at an all-time high and still rising, all employers should immediately initiate a culture of health within their organizations. While adoption of health within their organizations. While adoption of program components can be added in a phased approach, it is recommended that all Member's conduct HRA & Biometric Screenings prior to or concurrent with the start of the next health benefit plan year.

[Q]: HOW CAN AN EMPLOYER GET STARTED IN CREATING A CULTURE OF HEALTH?

[A:] Many ECOH member companies have already developed their own HRMP and are willing to assist other local employers by sharing their experiences and outcomes. Additionally, ECOH can provide information and contact information for preferred vendors of services in many areas of Health Screening and Wellness services. Please contact your ECOH Client Service Manager for more information.



Good Health is N. E. A. R.:

Numbers, Education, Action, Rewards

[N]: Numbers

HRA & Biometric Screening (recommended)

- Annual completion of a Health Risk Appraisal incorporating actual biometric measured values with self-reported values (recommended)
- Initial Screen all benefit eligible employees, spouses and adult dependents (recommended)
- Annual re-screen of all benefit eligible employees, spouses and adult dependents (recommended)
- Biometric screening elements:
 - o Measured Height/Weight (recommended)
 - o Measured Waist Circumference (recommended)
 - o Measured Neck Circumference (optional)
 - o Measured or Electrical Impedance Body Fat Analysis (optional)
 - o Blood Pressure (recommended)
 - o Heart Rate (recommended)
 - o Comprehensive Metabolic panel with CBC (recommended)
 - o HbA1c (recommended)
 - o Lipid Profile (recommended)
 - o Cotinine testing for tobacco use (optional)

Biometric Screenings can be conducted in a formal on-site employer event. In such cases, ECOH can make available preferred vendor relationships to Members. Individual program participants may also be directed to their personal physician(s) for the recommended tests.

If the test results for a Member's population are submitted to ECOH, ECOH will provide aggregate data reporting specific to the Member.

Fitness Assessment (optional)

A fitness assessment is comprised of physical measurements to determine the overall physical fitness of a program participant.

[E]: Education & Information

Program participants should be provided with information about the underlying causes of their personal health conditions, and strategies to eliminate barriers to good health. For example:

- Health Coaching/Health Facilitation (preferred) – a personal health coach can transition a program participant with significant health risks identified from the biometric screening process to the most appropriate clinical services. Individuals with moderate risks can be guided to lifestyle changes such as increased exercise or improved diet.
- On-line information (recommended) – links to public information related to the treatment and management of various medical conditions
- Expert Speakers/Presentations (optional) – one or a series of topical presentations/discussions targeting health improvement: dietary standards; exercise/physiology; management of chronic disease(s).

[A]: Action & Engagement

ECOH recommends that annually all Members offer at least one engagement activity addressing an area of health improvement. Typical examples:

- Formal disease management/case management program
- Organized company lunch-time walks or walking challenges
- On-site exercise program (yoga; stretching; Pilates)
- Sponsored health club/YMCA memberships
- On-site Healthy cooking classes
- Coordinated or sponsored diet/prepared meal programs
- Coronary Health Improvement Project (CHIP) of the Rock River Valley.

[R]: Reward

ECOH recommends that each HRMP recognize the achievements of program participants.

Participants at any point of the health spectrum should be able to qualify for recognition rewards. Examples include:

- Tiered Benefits
- Employer HRA/HSA Contributions
- Vacation/PTO
- Cash/Gift Cards
- Merchandise/Travel



Health Risk Management Program: Celebrating Healthy Workforces

ANNUALLY, ECOH WILL RECOGNIZE MEMBERS WHO ARE CONTRIBUTING TO THE ADVANCEMENT OF A CULTURE OF HEALTH IN THE WORKPLACE. MEMBERS MEETING THE FOLLOWING CRITERIA WILL BE RECOGNIZED AS LEADERS WITHIN THE COMMUNITY:

[Platinum Award]:

- Smoke-free workplace
- Organizational Commitment
 - o Creation of a Wellness Committee
 - o Creation of organizational vision of health
 - o Development/adoption of formal HRMP
 - o Documented senior leadership involvement in the development and communication of HRMP
 - o Demonstrated operational leadership in implementing an HRMP
- HRA/Biometric (all ECOH recommended or preferred tests) results for 95% of health plan's adult enrollee's (EE's, spouses, adult dependents)
- Adoption of health education plan
- Promotion of two or more engagement activities
- Participation of 75% of health plan adult enrollee's in at least one engagement activity
- Adoption of incentive strategy linking personal health management with employer sponsored health benefits

[Gold Award]:

- Advancement of tobacco-free lifestyle through adoption of a smoke-free workplace or the promotion of smoking cessation tools
- Organizational Commitment
 - o Creation of a Wellness Committee
 - o Development/adoption of formal HRMP
 - o Documented senior leadership involvement
- HRA/Biometric (all ECOH preferred or recommended tests) results for 90% of employees
- Adoption of health education plan
- Promotion of at least one engagement activity
- Participation of 75% of employees in at least one engagement activity
- Adoption of a incentive program one engagement activity
- Adoption of incentive strategy linking personal health management with employer sponsored health benefits

