

Health and Wellness Strategy

Management Committee 10-22-2014



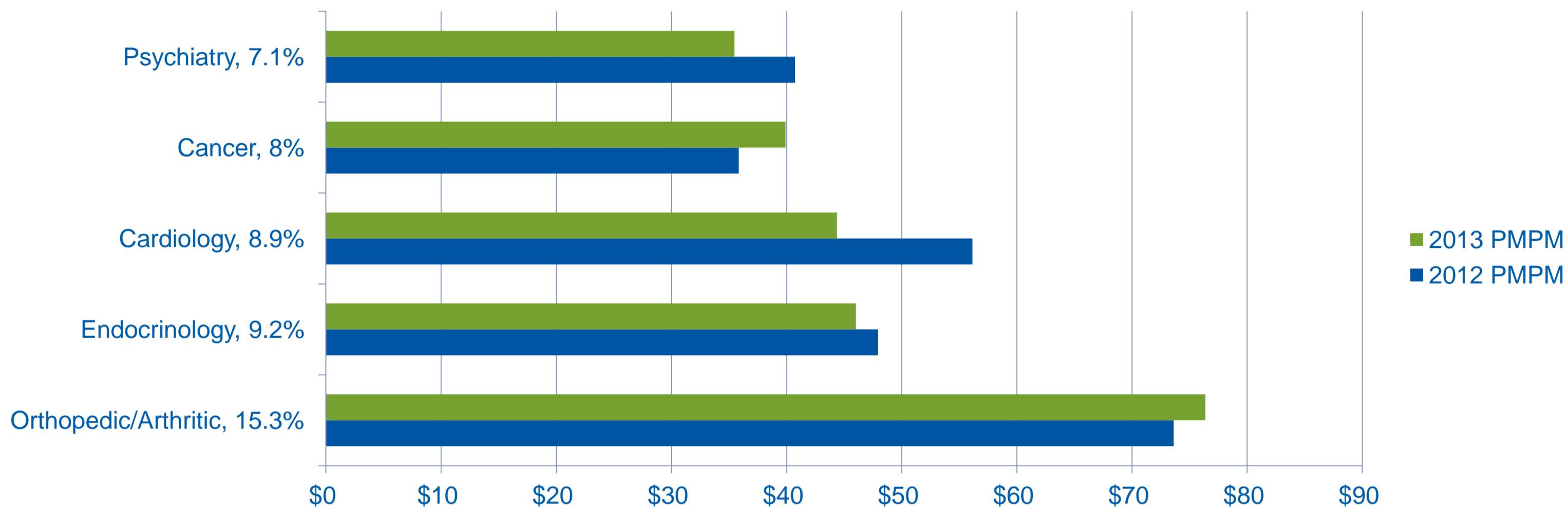
2013 Health Partners Claims Data

10/22/14

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Highest Cost Categories



- Overall claims went down, but conditions treated were more intense/costly
- Obesity is still driving costs and disease
- Of top 10 most expensive claims – six were aggressive cancers
- Dropping rates of on-time cancer screening - 35% behind on mammograms

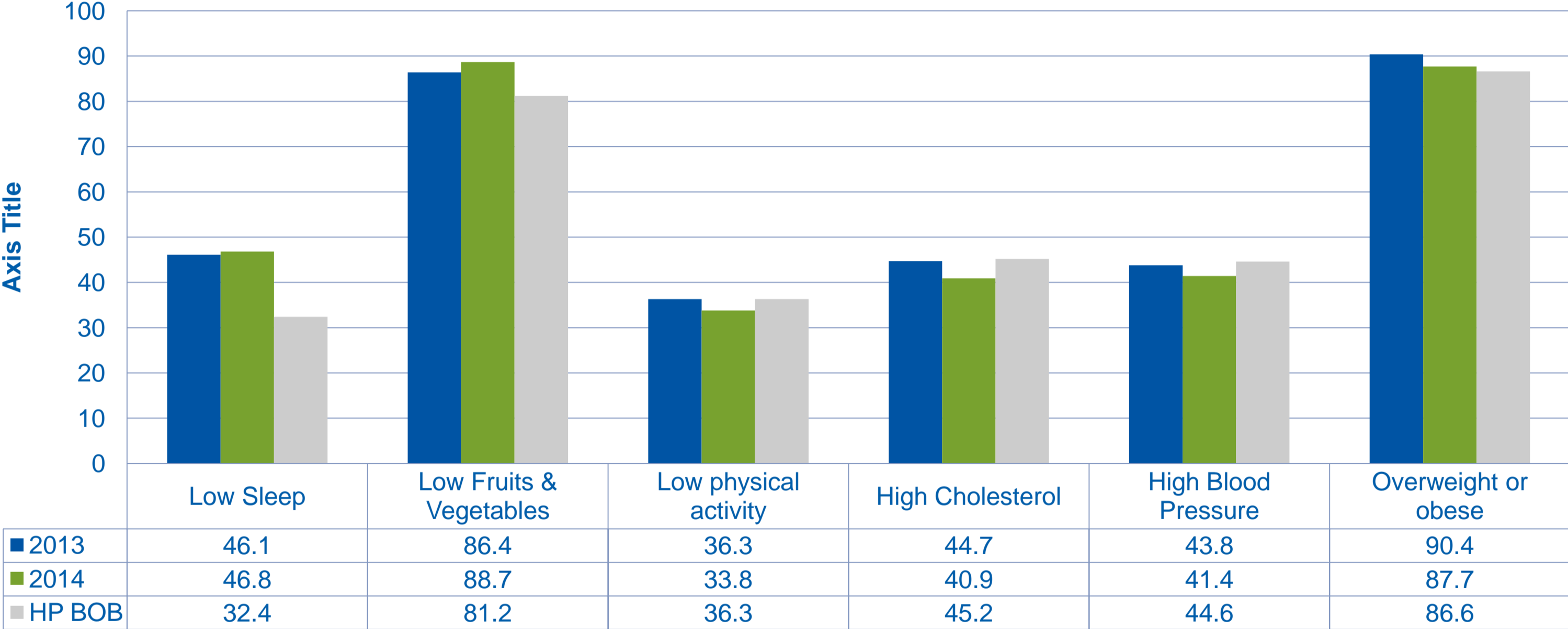
Top Disease Prevalence

	2013	Trend	HP Aggregate (BOB) *
Depression	16.8%	11.55%	11.85%
Diabetes	8.36%	-3.46%	4.37%
Asthma	7.26%	6.61%	5.02%
Heart Disease	3.61%	-3.48%	2.40%
COPD	1.30%	17.12%	0.58%

* Health Partners “Book of Business” – aggregate from MN, WI, IA public sector employers

2014 Employee Health Assessment Data

Health Risks – Diabetes/Heart Disease



•59.6% high risk or diagnosed with either heart disease or diabetes

Readiness to Change

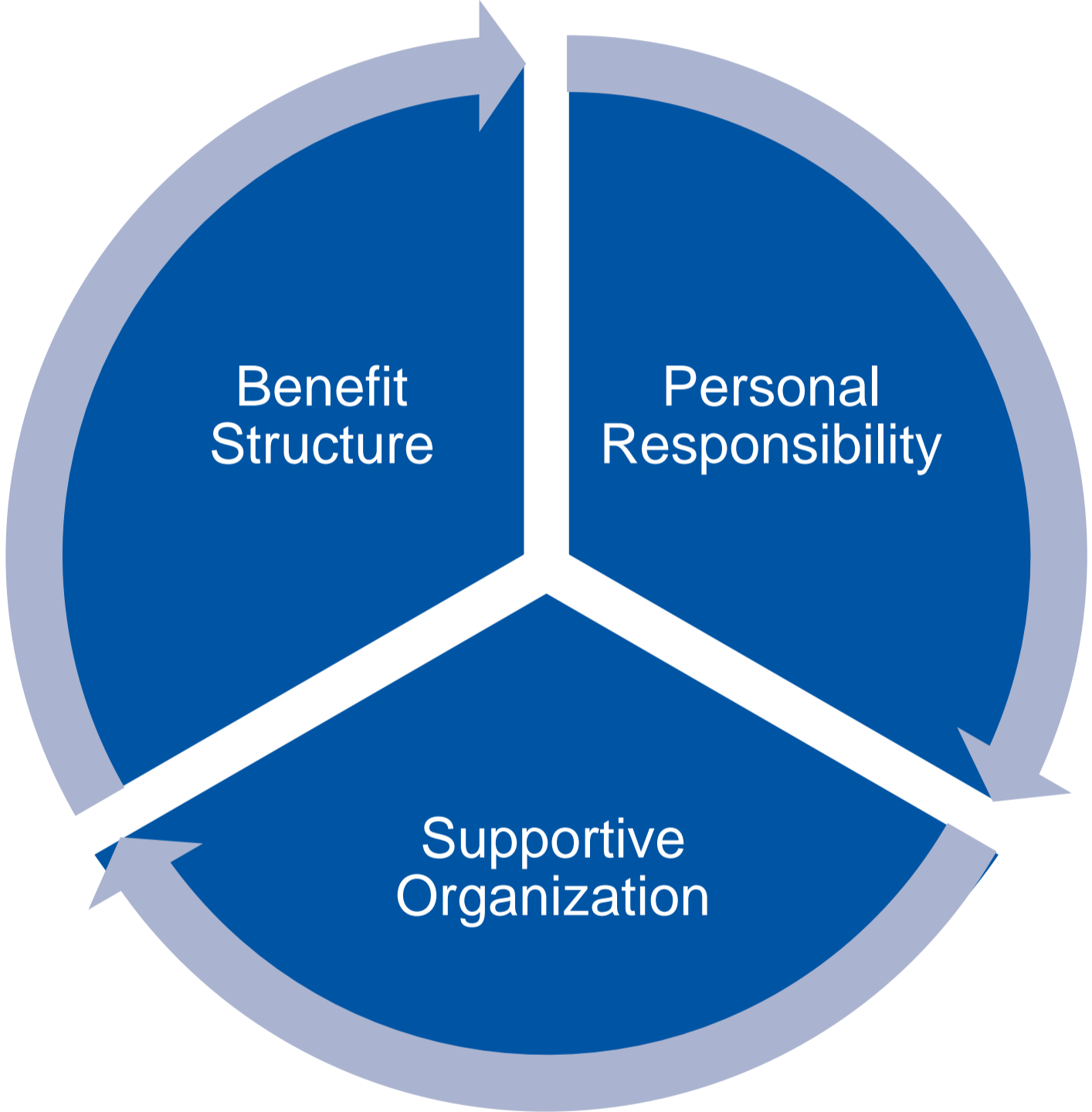
- Stress – 78.5%
- Physical Activity – 74.4%
- Weight – 73.6%
- Nutrition – 67.4%

Key Findings

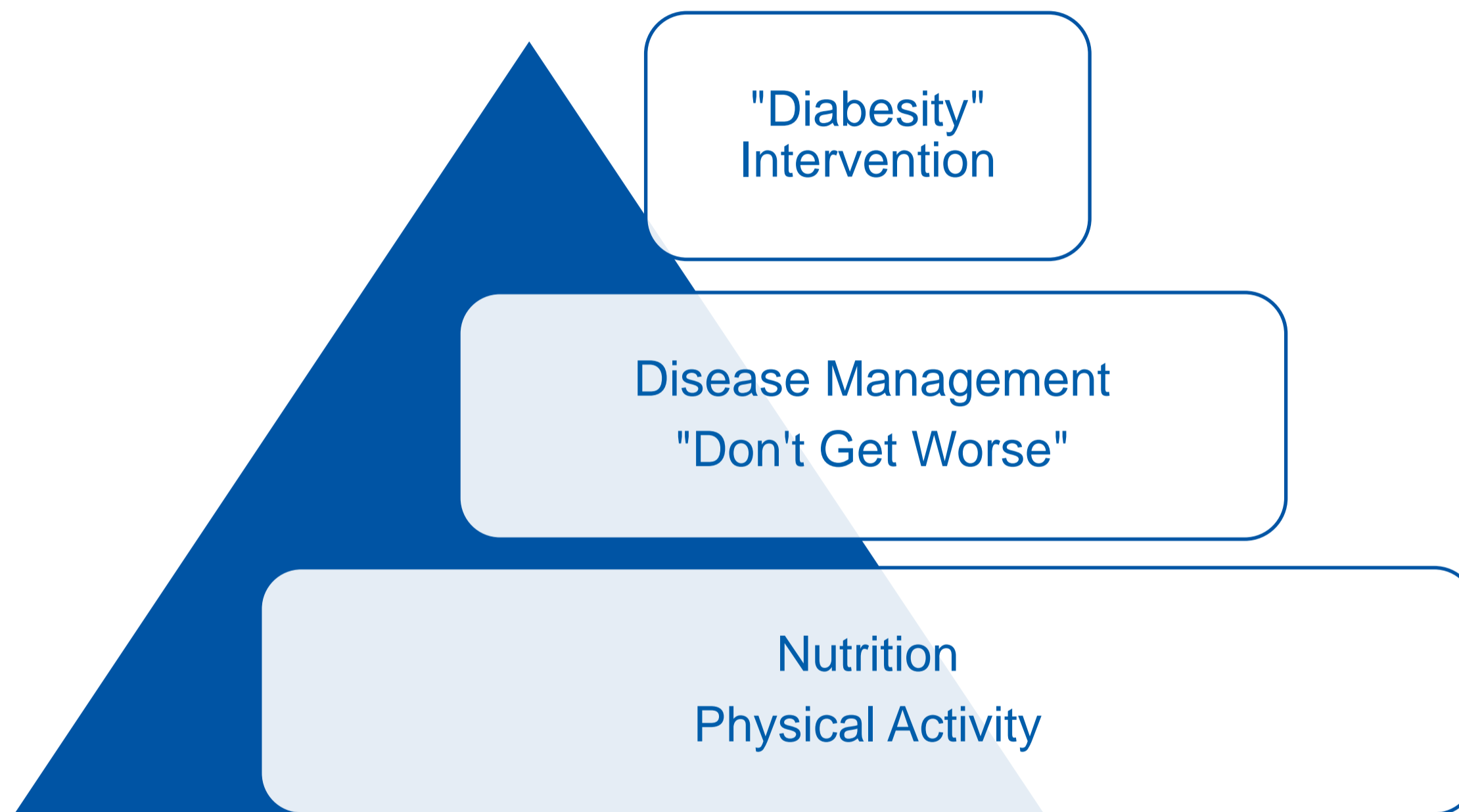
- Increase in unhealthy stress and unhealthy weight
- Tobacco use rose slightly
- Transit has high need for intervention and support (emotional health concerns, back pain, low sleep)
- RA has highest report of stress

2015 Health and Wellness Strategy

Build a Culture of Health

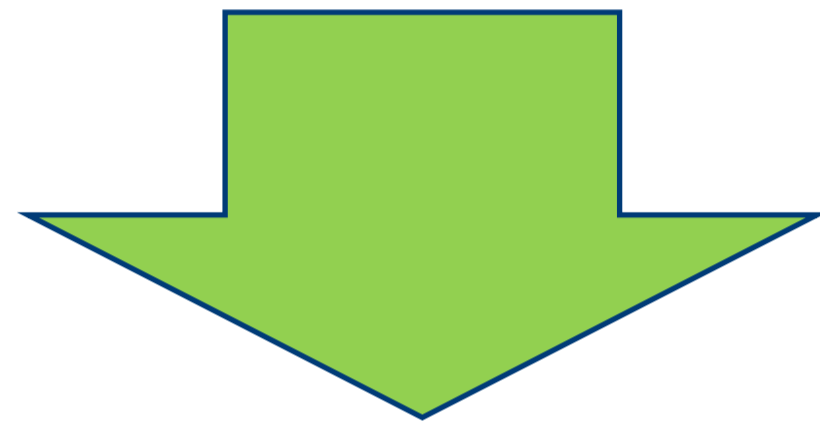


Focus Fit For Life Program



Redefine the Health & Wellness Conversation

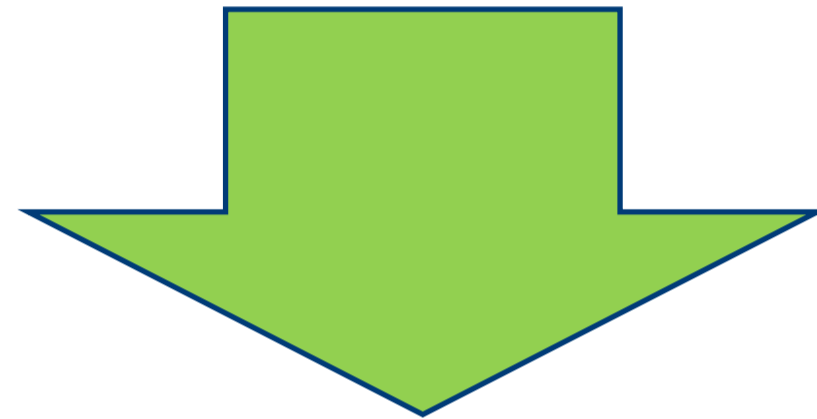
From health as the absence of disease



To health as vitality and energy

Redefine the Health & Wellness Conversation

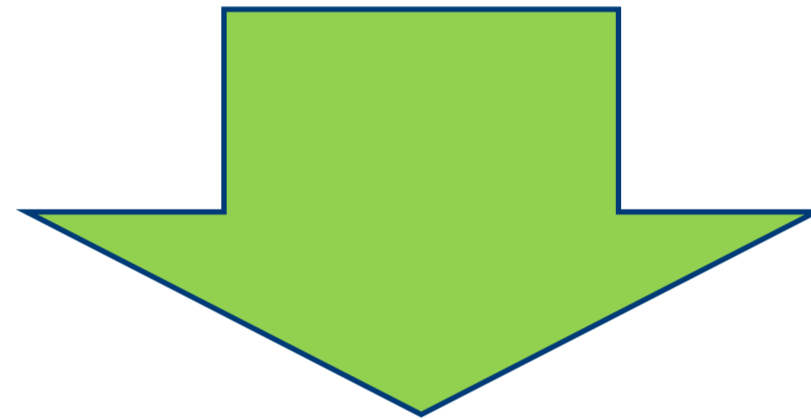
From only caring for the sick



To enabling health people to stay healthy

Redefine the Health & Wellness Conversation

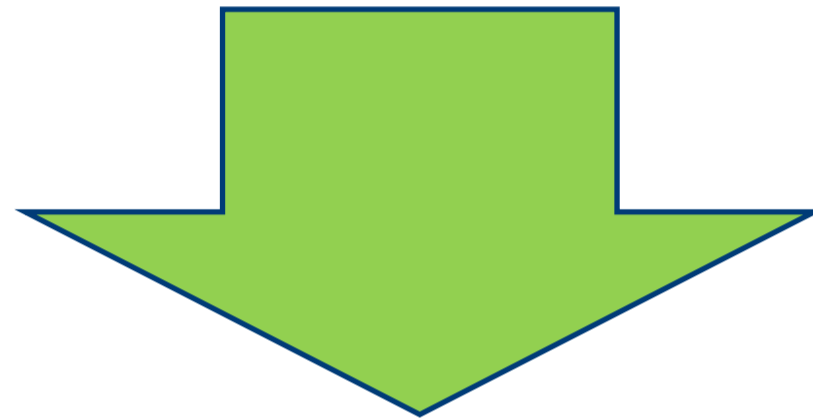
From cost healthcare



To total value of health

Redefine the Health & Wellness Conversation

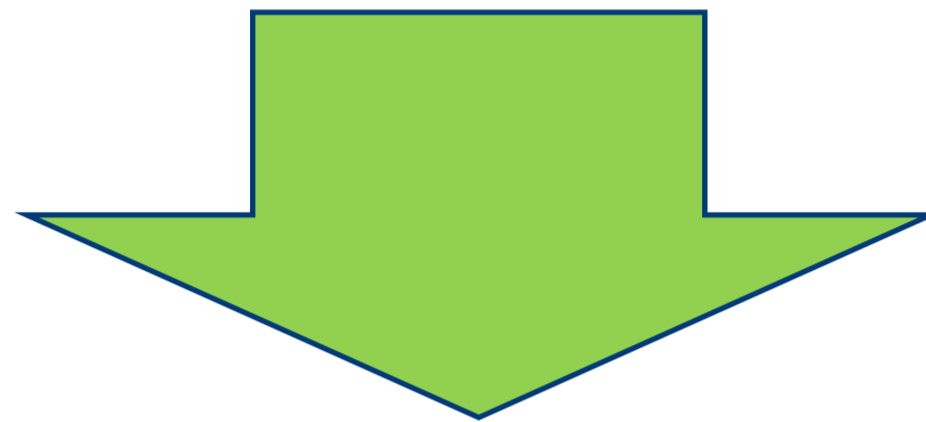
From individual participation



To population engagement

Redefine the Health & Wellness Conversation

From behavior change



To culture of health

Strategy

- Mobilize executive and operational leaders
- Establish focus areas – measure progress
- Impact the culture – recognize progress
- Broaden participation
- Address top risks and diseases – “move the needle”

Health and Wellness Steering Committee

- Executive level and labor
- Establish specific health & wellness goal/measures
- Determine resource levels
- Provide leadership for health & wellness within division
- Facilitate leadership at the operational level