



EMPLOYEE WELLNESS PROGRAM



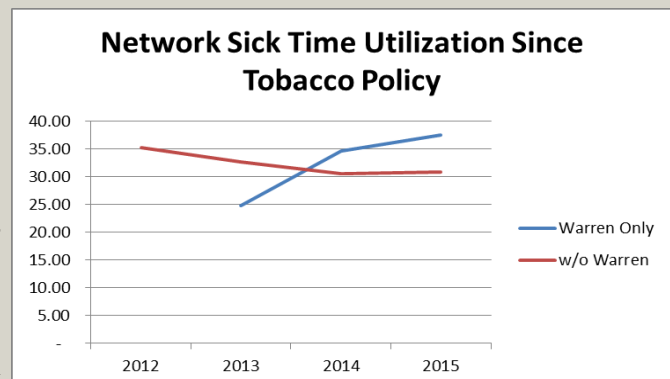
SUMMARY

In the majority of the seven counties (in both Pennsylvania and New Jersey) that the Network has campuses in, the general population has higher than the state average of adult smokers; higher than the state average of adult obesity; higher than the state average for physical inactivity; and higher than the state average of poor physical health days and poor mental health days. SLUHN employees and their families are a subset of the general population, and these health indicators are mirrored in the rising cost of our insurance claims in recent years.

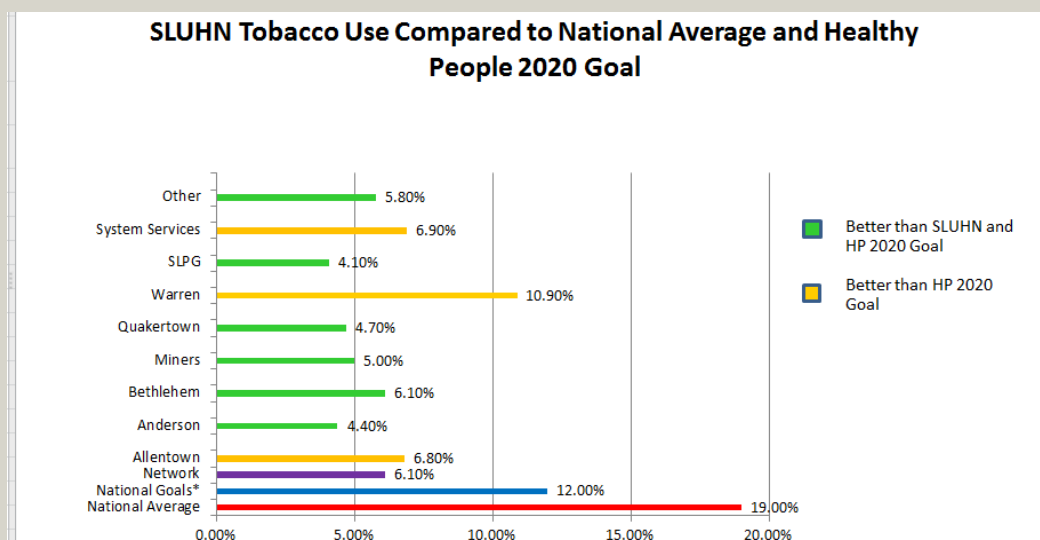
In order to address these issues, SLUHN designed a population health program to engage our employees and their spouses—a group comprised of over 10,500 members of our community. The program uses data to identify areas of health risk, and offers participants resources to reduce their risk and improve health status. Programming efforts include health education services and environment & policy changes.

HIGHLIGHTS AND SUCCESSES

1. Over 90% incented participation in our health assessment for 2 consecutive years (2014 & 2015)
2. Data driven network-wide nutrition initiatives: 25% salad bar price reduction in all cafeterias, expanded CSA program and reduced-price Mindful meal offering daily at each campus
3. Inception of health coaching outreach program, participation rates increasing monthly
4. Employee Wellness communication platform used to drive participation in health education events and classes (i.e., Fed Up showing, SLUHN operated CDC-led National Diabetes Prevention Program, free flu vaccine clinics for spouses)



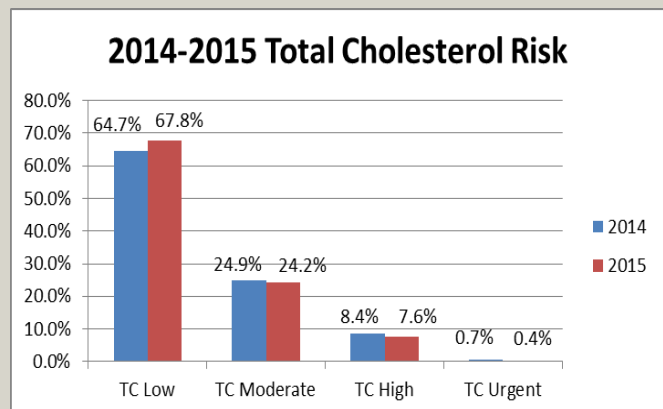
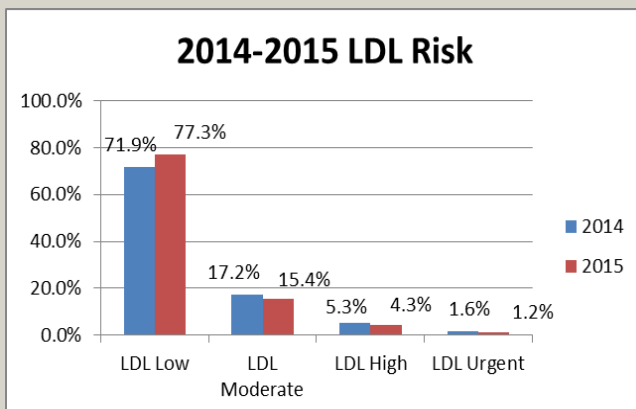
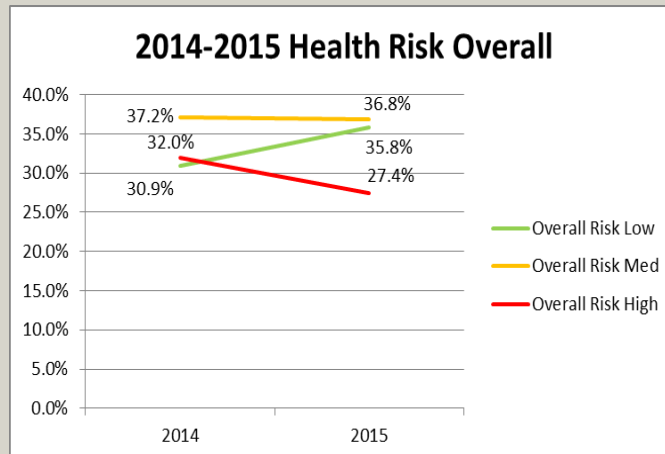
5. Quitting tobacco is one of the most important things a person can do to protect their health. The 2014 program data demonstrates the effectiveness of SLUHN's policy of not hiring tobacco users. The network currently has an average tobacco use rate of 6.1%. This is well below the 2014 PA state average for adult smoking (20%) and below the Healthy People 2020 national goal (12%), at all of our campuses. Since this policy began in 2010, there has been a 12.3% decrease in paid sick time utilization at the campuses, where the policy is in effect. At the Warren campus, where the policy is not in effect, paid sick time is increasing.



HIGHLIGHTS AND SUCCESSES (cont.)

6. This young program has two years of aggregate health assessment data to compare. Preliminary 2014/2015 data review shows:

- A reduction in the percentage of participants with an overall high risk health status, and an increase in the percentage of participants with an overall low risk health status
- A reduction in the percentage of participants with urgent, high and moderate LDL levels and total cholesterol levels, and an increase in the percentage of participants with LDL and total cholesterol levels in the healthy range



CHALLENGES

1. Ongoing audience-appropriate (employees, leadership, providers, community) education and advocacy for employer-based population health programming
2. Managing participant concerns about privacy and confidentiality
3. Logistics and technical management of resources required to offer a population health program to over 10,000 people in our community

NEXT STEPS

1. Increasing participation in health coaching program to educate and support at-risk participants (overall health risk, panic/urgent biometric value, tobacco users)
2. Targeted health education campaigns focusing on lifestyle, including nutrition, physical activity and motivation
3. Use health assessment data to educate and connect opportunity groups to resources that will reduce health risks (tobacco use, no PCP, screening gaps)