

# Caring starts with you



## 2015-2016 EMPLOYEE WELLNESS

### 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.

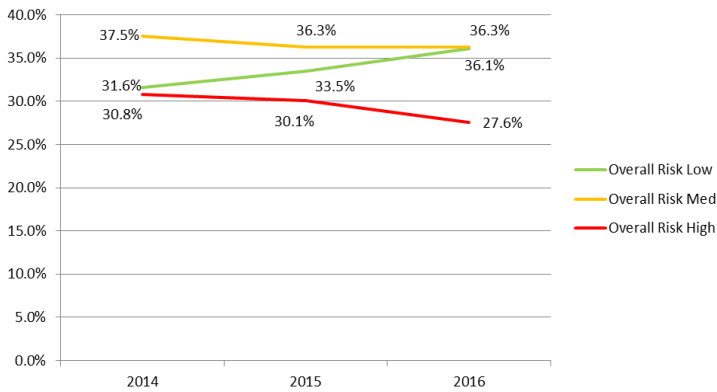
In order to address these issues, SLUHN designed a population health program to engage our employees and their spouses—a group comprised of over 11,500 members of our community. The program uses data to identify areas of health risk, and offers participants resources to reduce their risk and improve health status. Programming efforts include health education, services, and environment & policy changes.

### HIGHLIGHTS & SUCCESSES

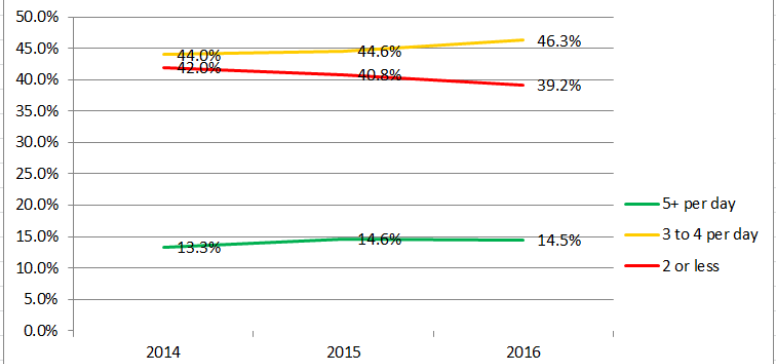
1. Over 90% incented participation in our health assessment for 3 consecutive years (2014 - 2016)
2. Expansion of campus-level programming to support opportunities indicated in the data: onsite weight management groups, stress management, community supported agriculture, physical activity and department in-services.
3. Expanded health coaching outreach program targeting various high-risk populations (critical values, tobacco users, screening gaps, no PCP, etc.)
4. Expanded communication platform used to offer health education, promote healthy living resources and drive participation in network and community health education events and classes (i.e. Whole Food Plant-Based Cooking Classes, Walk with a Doc, Tail on the Trail, free flu vaccine clinics for spouses, tobacco cessation, screenings, presentations, etc.) The 2016 communication platform included an updated newsletter format, social media and birthday emails.
5. Quitting tobacco is the most important thing a person can do to protect their health. The program data demonstrate the effectiveness of the Network's policy of not hiring tobacco users. The 2016 data show the network continues to have an average tobacco use rate (6.4%) that is well below the PA state average for adult smoking and below the Healthy People 2020 national goal (12%), at all of our campuses.
6. Preliminary review of 3<sup>rd</sup> year of aggregate health assessment data shows:
  - a continued 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 3.7% increase in the percentage of participants with total cholesterol in the low risk range since 2014
  - a 6.8% increase in the percentage of participants with an LDL in the "ideal" range since 2014.
  - positive trending in the lifestyle areas of physical activity, consumption of fruit and vegetables and fat intake.

## HIGHLIGHTS & SUCCESSES Cont...

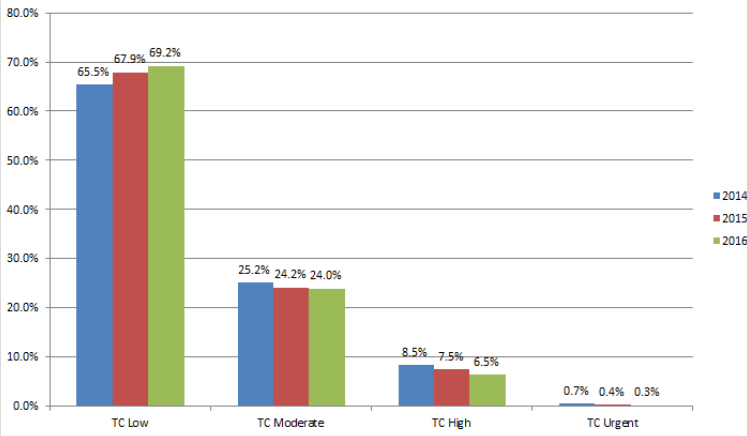
2014-2016 Health Risk Overall



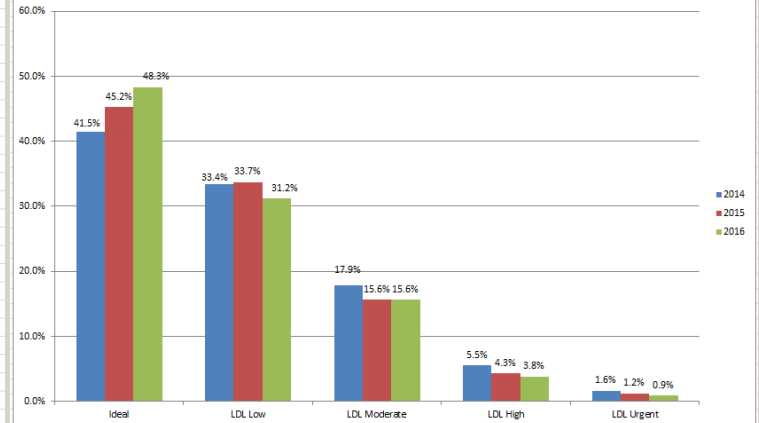
Daily Fruits & Vegetables 2014 - 2016



2014-2016 Total Cholesterol Risk



2014-2016 LDL Risk



## CHALLENGES & NEXT STEPS

### Challenges

- 1) Consistent offering and implementation of programming across all campuses given the expanding network
- 2) Advocating for bold improvements in the network food environment
- 3) Ongoing efforts to promote the effectiveness of evidence-based prevention and healthy living strategies to various groups and stakeholders, particularly given the changing healthcare environment

### Next Steps Include

1. Expand health coaching program to better support participant needs; begin collaboration with PCPs to coordinate care of patients/participants.
2. Build technology resources and workflows to more effectively support program goals (risk stratification, case/condition management, collaboration with other care team members, reporting, etc.)
3. Implement programs/strategies to address increasing blood sugar risk and emotional health and wellbeing of population.
4. Plan for compliant transition to outcomes based program.

