



# Worksite Wellness



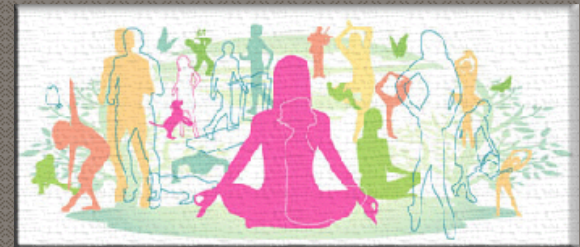
MADISON COUNTY, MISSISSIPPI

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# What are Wellness Programs?



Worksite Wellness is the promotion of health and wellness programs and activities to support healthy behaviors and improve health outcomes while at work — for employees, and in many cases, their families as well.



# Workplace Cost of Unhealthy Lifestyle



- Consume a substantial amount of companies revenue
- Cost employees and employers in lost productivity
- Disease, disability, and death result in high company cost

# Benefits of Developing Wellness Program



- Improved employee health and wellness
- Health care cost containment
- Decreased absenteeism and presenteeism
- Reduced injury rates
- Reduced disability cost
- Increased productivity
- Improved retention and recruitment
- Decreased workers comp & short term disability

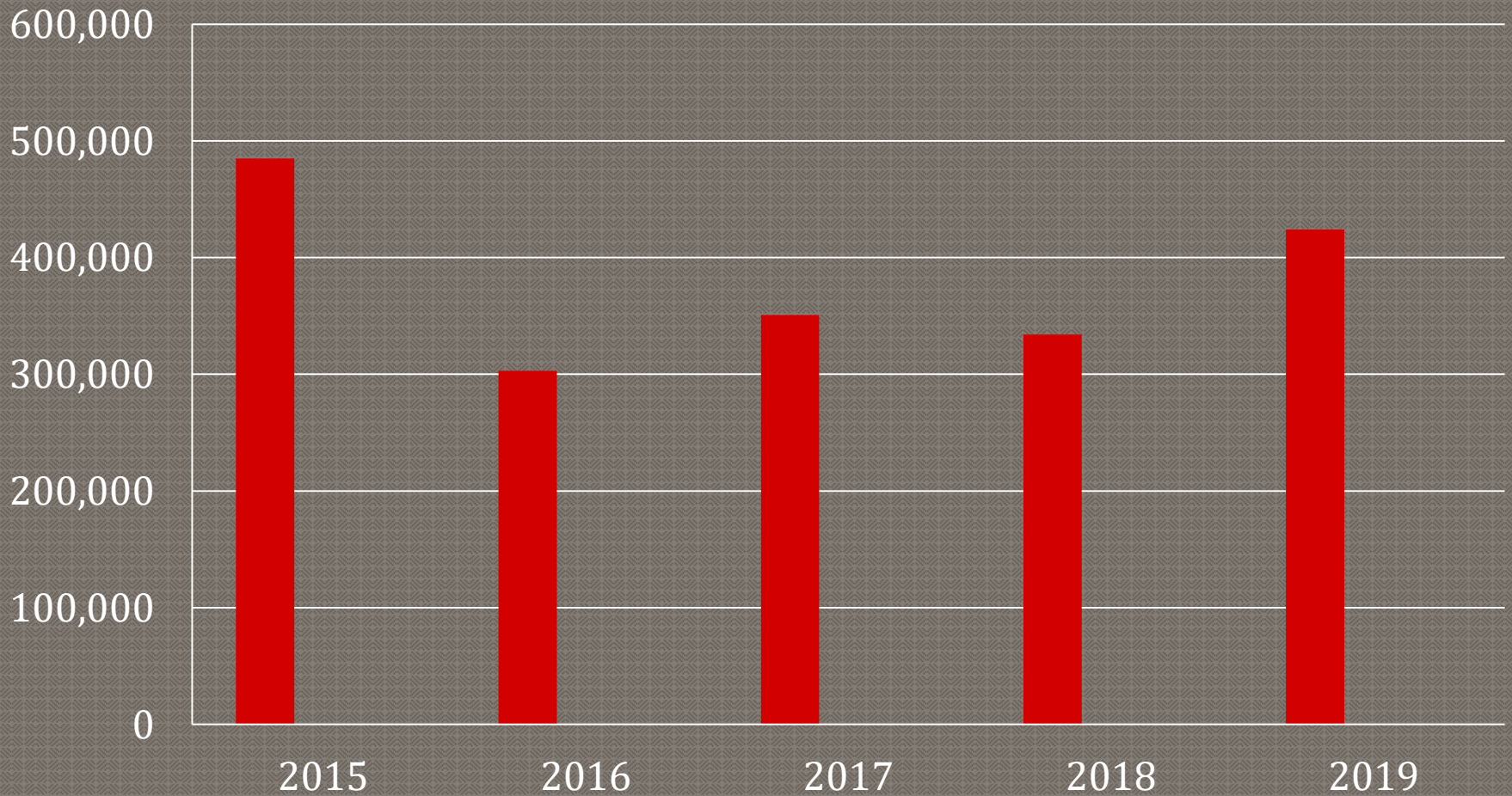
# Value-On-Investment (VOI)



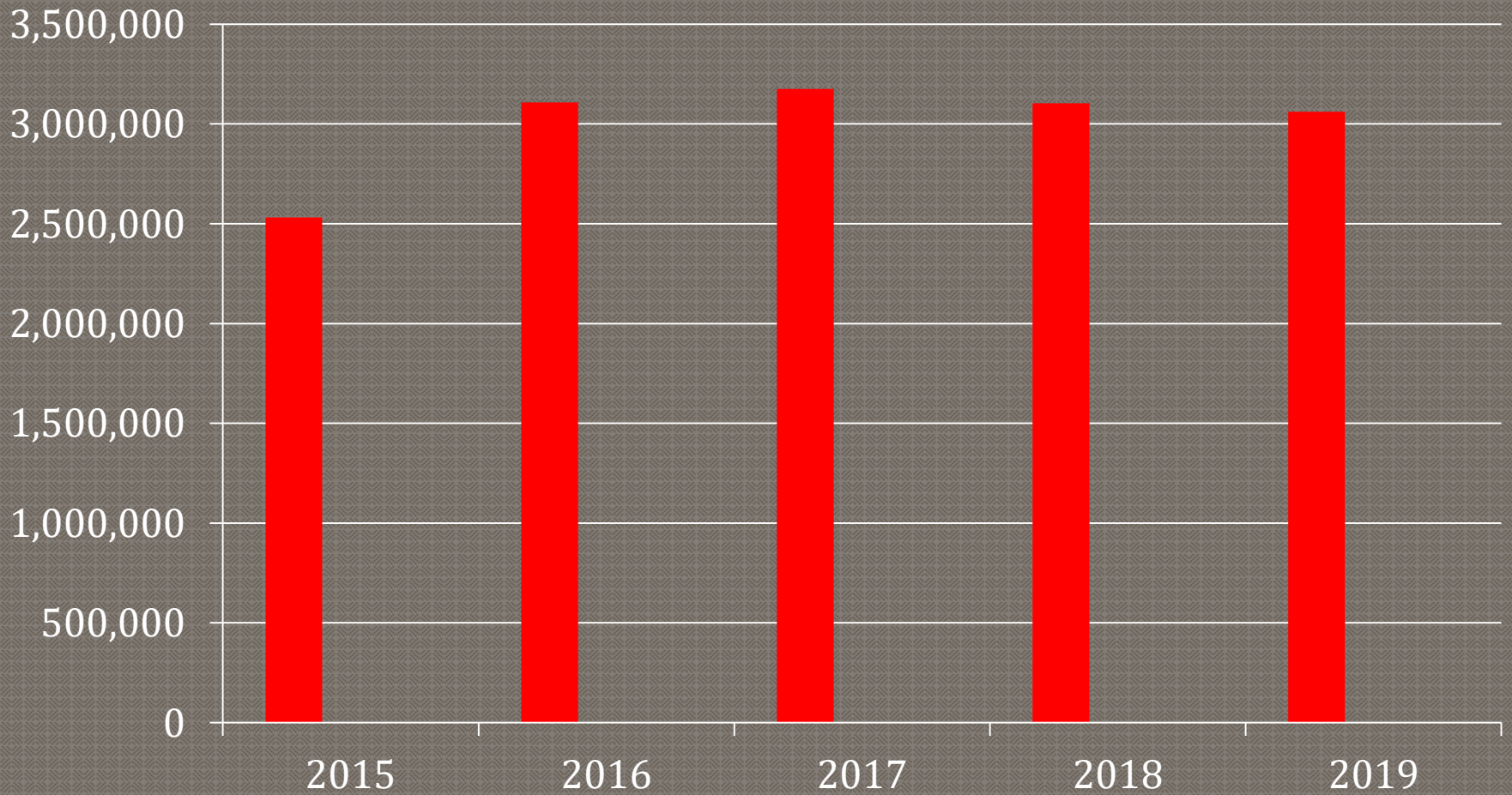
Broad measure of all the benefits conferred by employee health and wellness programs; holistic approach.

- Return-On-Investment (ROI); health care cost & insurance claims
- Productivity
- Retention
- Recruitment
- Work satisfaction

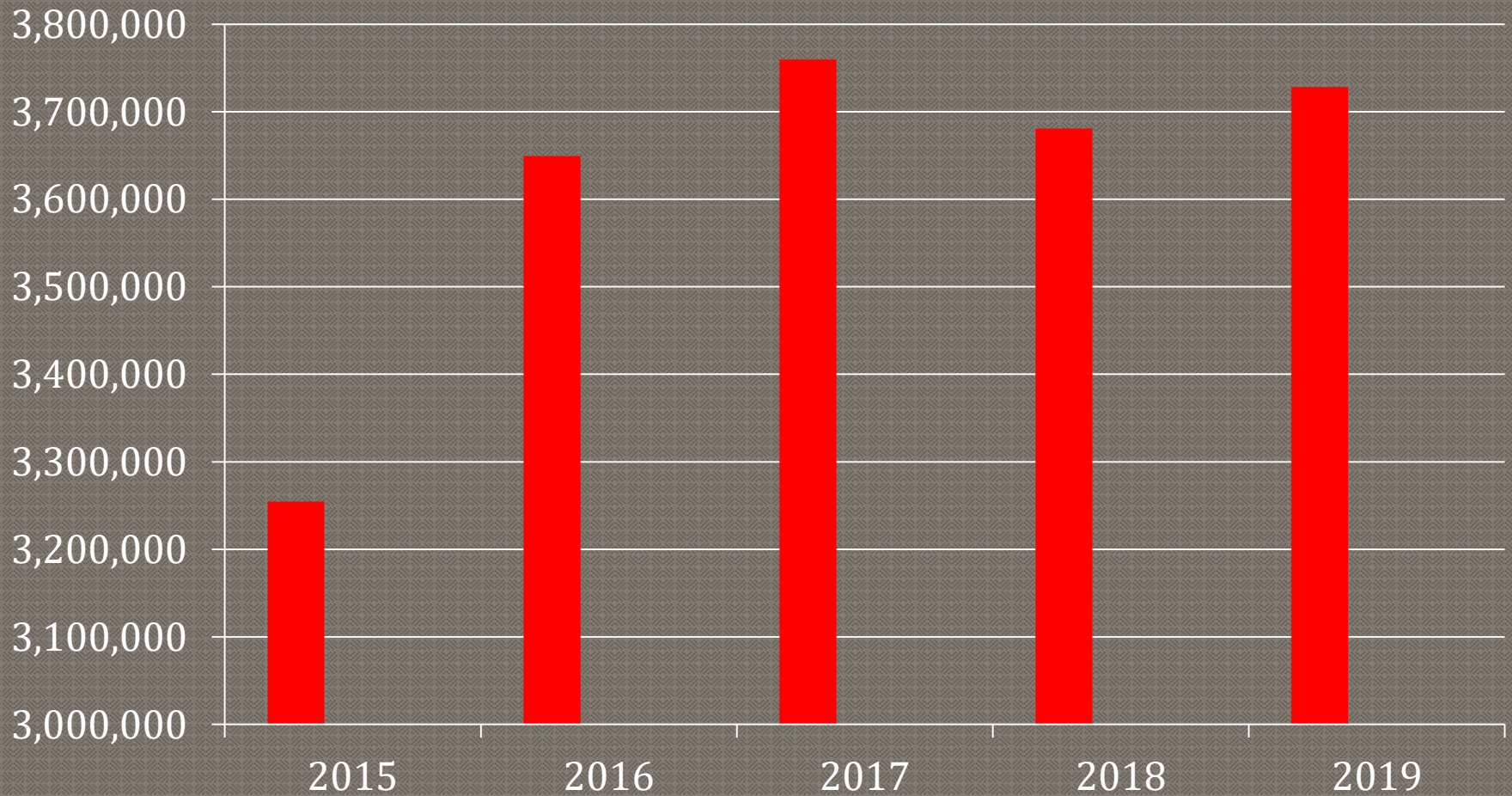
# Worker's Compensation Premiums



# Medical Claims



# Total Annual Health Care Expenditures





# % Increase in Health Care Cost



- 11.44% increase in health care cost from 2015-2016
- 14.4% increase in health care cost from 2015- 2017
- 13.5% increase in health care cost from 2015-2019
- 2.12% average annual increase since 2016 (\$79,040)

At 13.5%, projected health care expenditures will increase at a rate of \$503,000+ every 5 years.

# 25% Reduction in Cost



According to Center for disease Control and Prevention, instituting workplace health programs can reduce the average sick leave, health plan, and workers' compensation and disability insurance costs by approximately 25 percent.

## County savings if Wellness Plan; 2019

- 25% - \$166,952
- 15% - \$100,170



# Disease Management = Higher Return



- Employees participating in the disease management program generated savings of \$176 per member per month (PMPM), driven in large measure by a nearly 30% reduction in hospital admissions.
- **30% - \$918,154**                      **15% - \$459,076**
- Important to screen all employees for health risks and offer one-to-one counseling and coaching



# Advantages Lowering Body Mass Index (BMI)



- Decrease risk of heart attack
- Less likely to develop diabetes
- Less likely to get certain cancers
- Healthier blood pressure and fewer strokes



More than half of Americans have a least one chronic disease (CD) and 7 out of 10 deaths are caused by CD's. Care and treatment of CD's account for 86% on nation's health care cost.



# Prevention Saves Dollars



Obesity and many chronic diseases (CD) are preventable; heart disease, cancer, stroke and type 2 diabetes. How?

- Eliminate tobacco use
- Proper nutrition
- Physical activity
- Increase CD education to help prevent, risk management, and disease management

All of which are the focus of workplace wellness !!

# Risk Factors for Heart Disease and Cancer



## HEART DISEASE

**Obesity (BMI  $\geq$  30) – MS = 39.5%**

**Smoking**

**Poor diet**

**Hormones (Estrogen)**

High Blood pressure

High Cholesterol

Uncontrolled diabetes

Uncontrolled stress

**Family history**

Physical inactivity

## CANCER

**Obesity (40% Increased risk)**

**Smoking**

**Poor diet**

**Hormones (Estrogen, Testosterone)**

Chronic Inflammation

Immunosuppression (drugs, HIV)

Radiation

Sunlight

**Family history < 5%**

Age (young & old – low immunity)

# MS Leading Causes of Death, 2017



MS Leading Causes of Death, 2017	Deaths	Rate***	State Rank*	U.S. Rate**
1. <a href="#">Heart Disease</a>	7,944	231.6	1st	165.0
2. <a href="#">Cancer</a>	6,526	183.1	2nd	152.5
3. <a href="#">Chronic Lower Respiratory Disease</a>	2,037	58.3	3rd	40.9
4. <a href="#">Accidents</a>	1,738	56.3	12th	49.4
5. <a href="#">Stroke</a>	1,723	51.1	2nd	37.6
6. <a href="#">Alzheimer's disease</a>	1,626	49.5	1st	31.0
7. <a href="#">Diabetes</a>	1,164	33.3	2nd	21.5
8. <a href="#">Flu/Pneumonia</a>	782	23.0	2nd	14.3
9. <a href="#">Kidney Disease</a>	741	21.7	1st	13.0
10. <a href="#">Septicemia</a>	582	16.9	2nd	10.6

# Treatment Coast: Heart Disease and Cancer Patients



## HEART ATTACK / HEART FAILURE

- Average annual cost for stroke patients was \$23,380; for heart disease patients, it was \$21,995
- The estimated total lifetime costs for heart failure was \$109,541

## CANCER

- Average costs for treatment run in the \$150,000 range.
- Newly approved cancer drugs cost an average of \$10,000 per month, with some therapies topping \$30,000 per month



# Conclusion



Workplace wellness programs lead to healthier employees, which eventually lead to lower health care cost. Effective wellness programs are ones addressing and promoting holistic dimensions of well-being, leading to increased productivity, retention, and morale at work.

- Implementation of wellness program will save Madison county \$503,000+ over five year period
- \$166,952 - health plan's, worker's comp, disability insurance
- \$918,154 - hospital admission (Medical Claims)
- Approximate Total Savings - \$1,588,106 | \$794,053

# References



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# Questions

