

HEALTHCARE

RISING EMPLOYEE HEALTH CARE EXPENSES

A non-profit academic health center, the largest employer in their region, decided to take action on the rising employee health care expenses, which had reached 10% of their annual budget. They chose to take a broader approach rather than just focus on financial concerns. They had already had an organizational vision to achieve the healthiest population possible. Leadership realized they had an opportunity to make progress in achieving their vision and simultaneously address health care costs by focusing on their own workforce. In other words, a win-win situation to strategically align their financial objectives with their vision.



Based on the questions below, plan out a course of action to improve the Total Worker Health® of your workforce.

Questions for Discussion:

- What risk factors would you be interested in targeting? This could include the physical work environment, psychosocial work environment, scheduling of work, workplace policies, etc.
- What data could you obtain to help you with an organizational assessment?
- What are some possible interventions for organizational policies and work design?
- What is your plan for engaging leadership?
- What is your plan for engaging the workforce, and keeping them engaged?
- Given that you have a limited pool of resources and funds to draw from, what no-cost or low-cost solutions come to mind?
- What are some challenges that you might face and how do you plan to address them?
- How will you assess the success and sustainability of your intervention?
- Other thoughts?

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APPROACHES-LIVE WELL/WORK WELL

Health Support

- ✓ Rigorous safety and health program
- ✓ Comprehensive benefits
- ✓ Healthy food options in cafeteria
- ✓ Behavioral health for specifically for anxiety and burn-out

Healthy Supervision

- ✓ Supervisor training on practical support of employees.

Work Redesign

- ✓ Safe patient moving-policy and practice.
- ✓ Review of staff and scheduling changes.

OUTCOMES

- ✓ 18 of 25 at-risk department reported fewer injuries
- ✓ Due to improved health management, health claim costs decreased 3% compared to 4.07% increase nationally
- ✓ Employees engage in these efforts reduced personal health risk factors and healthcare costs
- ✓ Improved their safety program
- ✓ Hopeful for reduced injuries