



The Wellness Program

WVU Healthcare

The Wellness Program Report for 2010

THE HEALTH SCIENCES CAMPUS OF WVU

A Wellness Council of WV NEWW Platinum Award Winner 2008

A WELCOA Gold Well Workplace in 1998, 2001, 2004, 2007

(all awards are three year designations)

Highlights

Wellness-Benefit and 3 million dollars in savings

A consultant compared claim costs over a three year period comparing WVUH employee participants in the Wellness screenings versus those not participating. This report shows WVUH employees who are insured by the Hospital and the claim costs of Wellness screening participants (during Benefit re-enrollment) compared to non-participants. Of note is that:

- Participants over 3 years (April '07 – April '10) have cost 2.9 million less in claim costs compared to non-participants.
- Medical costs are increasing for participants at rate of 10% versus 24% for non-participants.
- Participants are slightly older with more chronic conditions than non-participants indicating their disease states while more prevalent are being treated earlier and managed better than non-participants.

Participation Rates of all programs

There were **4,626** employees who participated in a Wellness program in 2010. When accounting for past participants who have joined the Fitness Center and only used this service in 2010, there are approximately **5,126** different users of The Wellness Program. This represents **73%** of Health Science Campus at WVU employees engaged in one or more programs.

Complete chart below. This does not account for WVUH and UHA employees participating in the Wellness Initiative during benefit re-enrollment.

Employee Participation Count Summary *The Wellness Program* 2010

Number of Programs	Number of Participants	Number of Different Participants
1	3987	3987
2	914	457
3	309	103
4	124	31
5	120	24
6	78	13
7	35	5
8	16	2
9	18	2
10	10	1
Participation Total	5611	4626 + 500 previous Fitness Center users = 5,126

New Fitness Center -moved June 2010

The Fitness Center moved to the Hospital's first floor into a new space in June. The new location and new equipment helped increase utilization 190% over previous year (2,440 monthly average in 2011 compared to 1,258 monthly average in 2009).

Currently there are approximately 3,000 current Health Science employees (including spouses) who are members with 1,100 joining in 2010.

Wellness Initiative for plan year 2011

For plan year 2011 the WVUH Initiative included a health screening (tobacco status, blood pressure, body mass index, full lipid panel including glucose, the seasonal flu shot, and an on-line health risk assessment). This was the first year union and non-union had the same benefit. All employees (with covered lives) fully participating received \$100.

The three premium rates assigned were Standard Rate- not participating, Premium Rate I- fully participating but had a biometric out of normal limits, and Premium Rate II- fully participating and all values within normal limits. In addition, if someone was indentified with a high biometric he/she had to complete a health management program by 4/1/11 to remain at PR I. The breakdown of WVUH employee status is as follows:

	Corrected for only carrying insurance
Non- Union	
SR	1,059
PRI	970
PRII	544
	2,573
Union	
SR	417
PRI	380
PRII	59
	856

Non-union had 59% fully participate (1,514/2,573)

Union had 51% fully participate (439/856)

All employees fully participating = $1,953 / 3,429 = 57\%$

UHA had the following tested for a premium savings: tobacco status, blood pressure, and body mass index.

595 employees participated out of 778 for a 76% rate. Of note is: only 33% met the BMI goal, 98% did meet the blood pressure goal, and 88% were employee and spouse if a covered life were tobacco free.

All Campus Tobacco Free

The rest of the Health Sciences campus at WVU became tobacco free in the spring of 2010 joining WVU Healthcare which went tobacco free in 2009. The Wellness Program was charged with leading this effort.

Annual Survey Summary Results

Ninety five percent indicated being a Wellness Program participant. Of all survey respondents, 88 percent indicated that The Wellness Program has aided them in either becoming healthier or supporting their current healthy lifestyles. The highest program participation rates occur with the Walk 100 Miles in 100 Days® Program

Satisfaction Levels:

Measured on a 5-point Likert scale, survey respondents rated their satisfaction with the activity in which they participated as an average of 4.33.

Importance of Having a Wellness Program:

Measured on a 5-point Likert scale, survey respondents rated the importance of their employers offering a Wellness program was an average of 4.55.

The Monthly Wellness Newsletter:

Ninety-three percent of employers indicated acquiring the monthly Wellness Newsletter. On average employees indicated reading approximately 75 percent of the newsletter. Seventy-four percent of respondents indicated adopting healthy ideas from the newsletter.

Goals for 2011

- A. With the integration of UHA and WVUH as WVU Healthcare a goal is to provide the same Wellness Benefit to all employees. This will happen by continuing to work with Human Resources Departments to encourage Wellness participation with the goal of healthier employees needing less medical care and saving health care costs. This will be done by continuing to provide financial incentives to participate for the lower Wellness premium and/or deductible.
- B. To continue to reach greater than 70% of the Health Sciences Campus employees with Wellness Programs and services with a satisfaction score greater than 80%.
- C. To offer The Dr. Dean Ornish Program for Reversing Heart Disease on an ongoing basis, with staffing needs met, successful patient recruitment, and in compliance with a satisfaction score greater than 90%.