

**STATE EMPLOYEE BENEFITS COMMITTEE
JUNE 12, 2015 MEETING**

**FY2016 DELAWELL HEALTH
MANAGEMENT PROGRAM**

1



FY2016 DELAWELL HEALTH MANAGEMENT PROGRAM STRATEGY

Program requirements:

1. Annual Physical Examination
 2. Online Wellness Assessment
- *Focus on Preventive Care at No Cost*



WHY DOES THIS PROGRAM STRATEGY MAKE SENSE?

- **Annual Physical Exam**

- Preventive care will be covered at 100%
- Encourages members to develop and maintain a relationship with their health care provider
- Decreases hidden risks of non-users of health care (currently about 1 in 11 members are non-users)
- During a routine physical, your health care provider will measure height, weight and blood pressure
- Ensures members are up to date with age-appropriate screenings
 - Current screening rates have room for improvement
 - Colorectal – 42%
 - Influenza – 18%
 - Mammography – 67%
 - PAP – 71%
 - **Physical Exam – 34%**
 - Prostate – 37%
- Identifies signs and symptoms that could lead to serious illness
- Increases chances for early diagnosis and treatment when illness may be easiest to treat



WHY DOES THIS PROGRAM STRATEGY MAKE SENSE?

- **Online Wellness Assessment:**

- Raises health awareness by surveying key health areas:
 - Demographics,
 - medical history,
 - lifestyle,
 - readiness to change, and
 - biometric information
- Identifies modifiable health risks (i.e., nutrition, stress, weight, exercise and safety)
- The Wellness Assessment Summary prioritizes the importance of each risk to an individual's health. Interactive tools show which lifestyle behaviors can be modified to have the greatest impact on improving their health. Completion triggers outreach from health coaches based on risks.



STRATEGY TO INCREASE PARTICIPATION AND ENGAGEMENT

- Cash incentive amounts (\$100 and \$200) offered have not been successful in producing high participation and engagement in Dela *WELL*;
- The current budget situation does not permit the continuation of offering cash incentives, especially an increase in the annual payout amount



STRATEGY TO INCREASE PARTICIPATION AND ENGAGEMENT

- Short term approach will center on:
 - Follow up from Highmark and Aetna based on Clinical findings as a result of claims including those for physical, screenings, and lab tests and Wellness Assessment results.
 - Focus on positive results from engaging with health coach from Highmark or Aetna
 - Communication with members on consumerism and how they can help save themselves and the plan by reducing costs
- Long term approach will center on a multi-year strategy to engage participants to keep health care costs down including the use of incentives/disincentives



QUESTIONS?

