

# Employment-based Chronic Disease Prevention

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# Introduction

- Chronic disease care for actives/retirees a huge cost
- Know a lot employers can do but are not
- Do what we know to prevent chronic diseases

# Four Questions

- Why chronic diseases?
- Why employers?
- What should employers do?
- How are employers doing?

# Five Big Chronic Diseases

- Cancer
- Diabetes
- Heart Disease
- Lung Disease
- Stroke

# Chronic Diseases Are Costly

- 40% of health expenditures
- Missed days of work
- Poor performance at work
- Turnover, workers' compensation

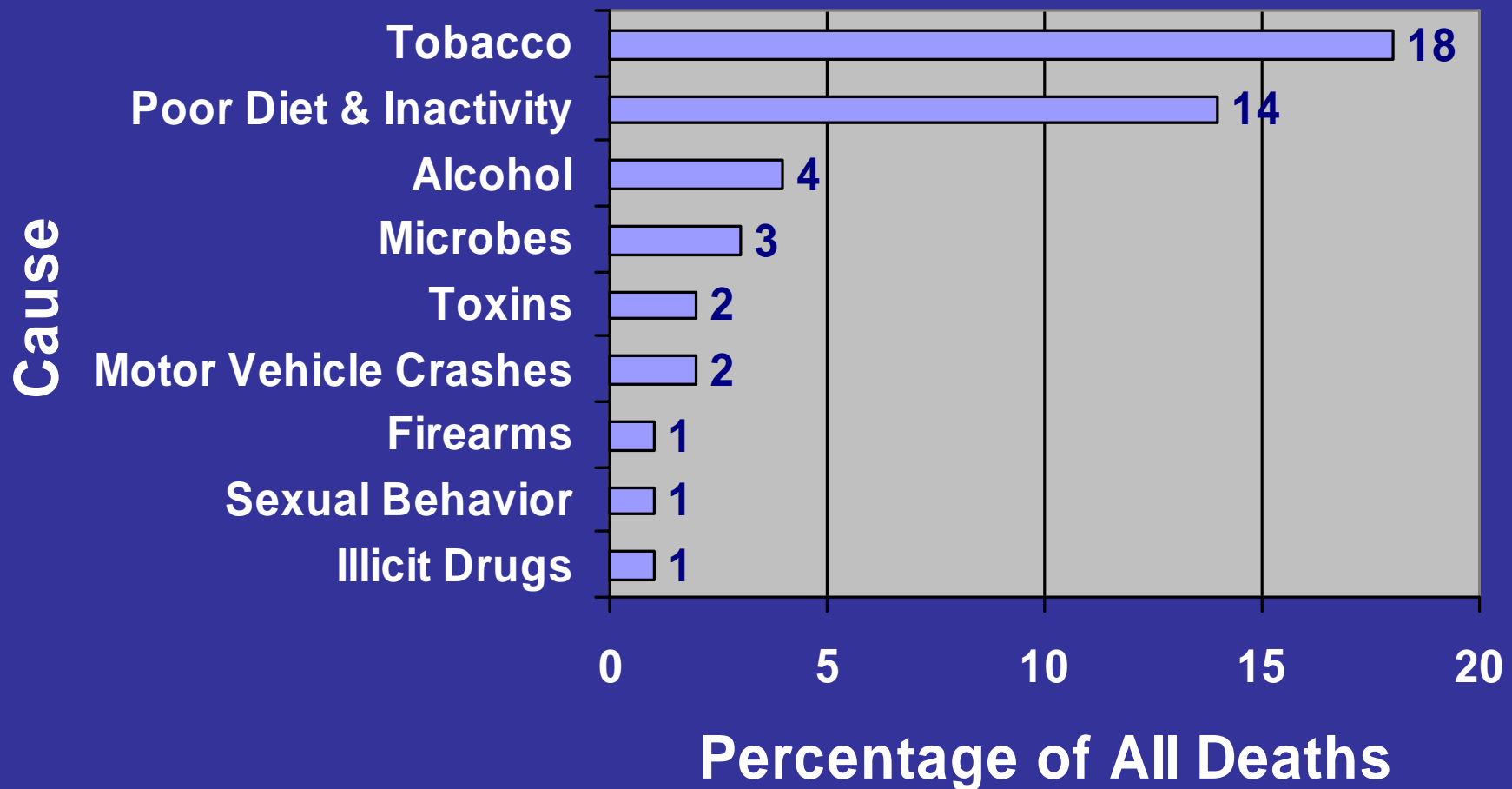
Why employers?

# Why employers?

- Work is where the adults are
- Largest purchaser of health insurance
- Longer-term relationship than health plans
- Benefit from employee health *and* productivity

What should employers do?

## Behaviors Are Key



Source: Mokdad AH, et al. *JAMA*. 2004;291:1238-46.

# Clinical Prevention Also Key

<b>Highest-Value Preventive Services (in alphabetical order)</b>	<b>Cost Saving</b>
Cholesterol screening	
Colon cancer screening	
<b>Flu shots</b>	<b>Yes</b>
High-blood-pressure screening	
Pap	
Mammography	
<b>Tobacco cessation: counseling, meds</b>	<b>Yes</b>

Source: Coffield et al. Am J Prev Med. 2001;21:1-9

# Buy, Do What Works

- **Smoking cessation treatment & Flu shots**
- Screen: breast/cervical/colon cancer, blood pressure, & cholesterol
- Reminder systems
- Performance measurement w/ feedback

# Lower the Barriers

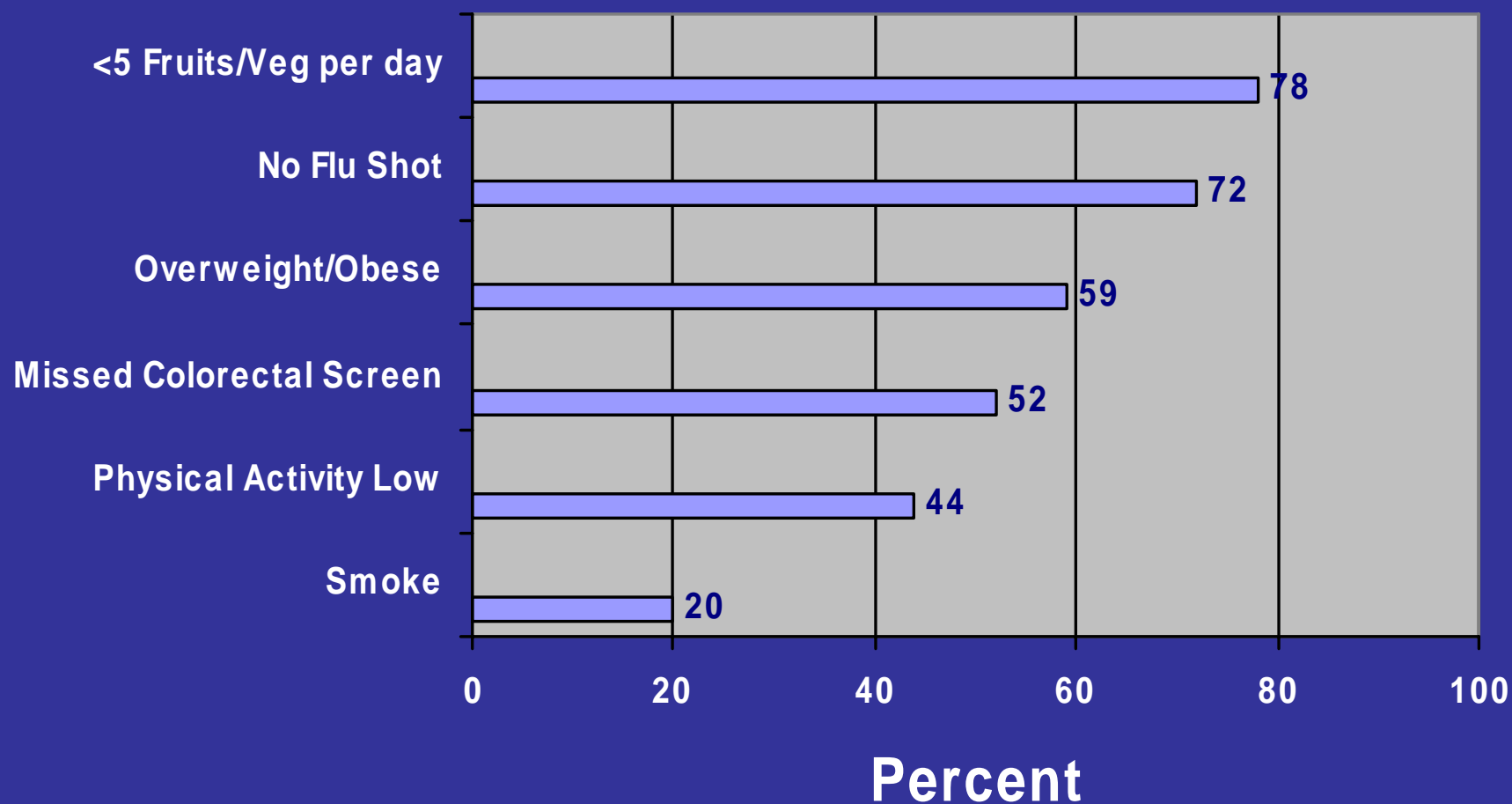
- No cost-sharing for effective prevention
  - Don't forget over-the-counter nicotine patch/gum
- Make it easy, bring it on-site
  - Flu shots
  - Walking group programs & facilities

# Communicate and Track Progress

- Promote benefits as if they were products
- Measure employee behaviors; use the data

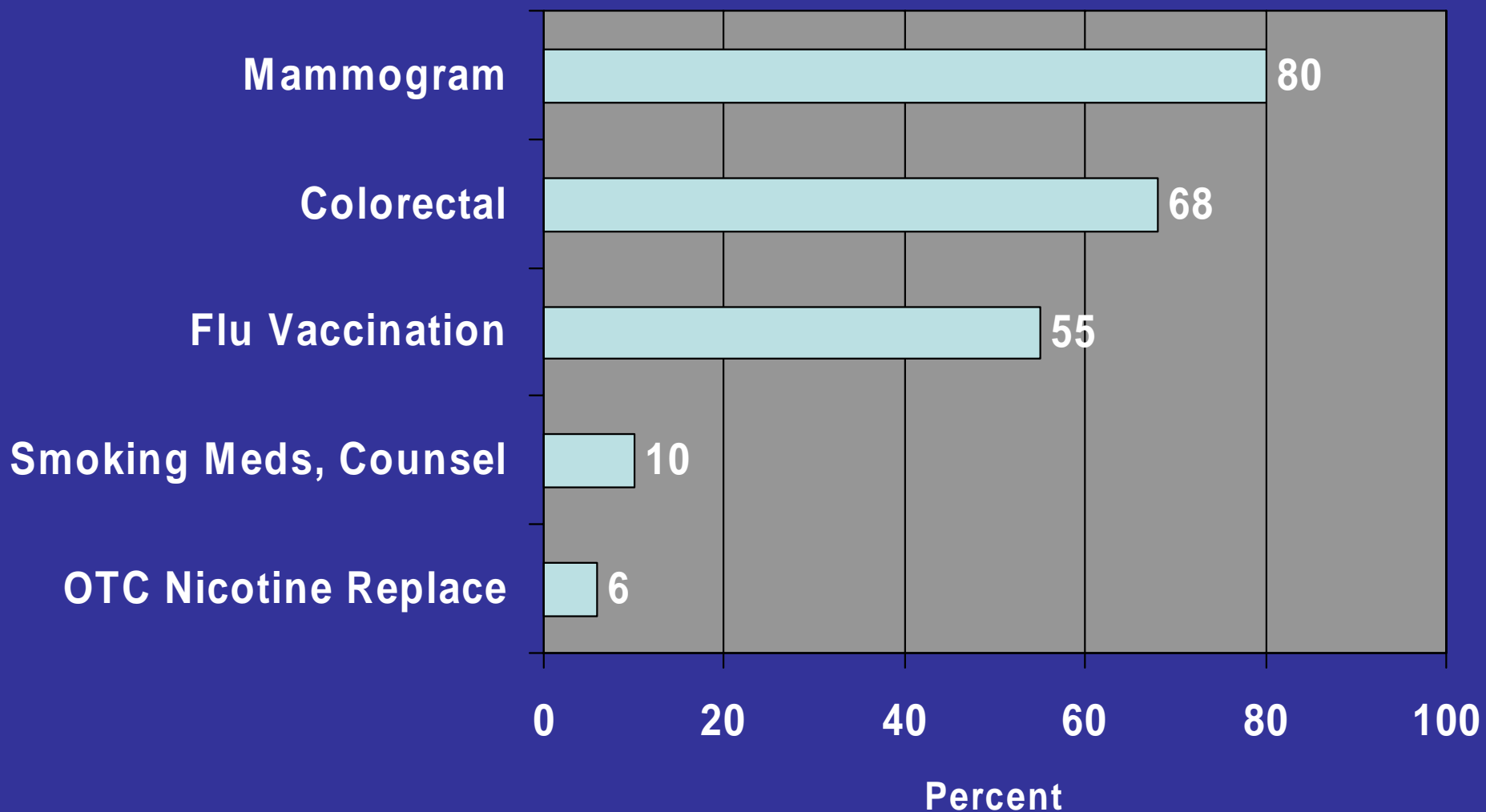
How are employers doing?

# WA Employees Have High Risks



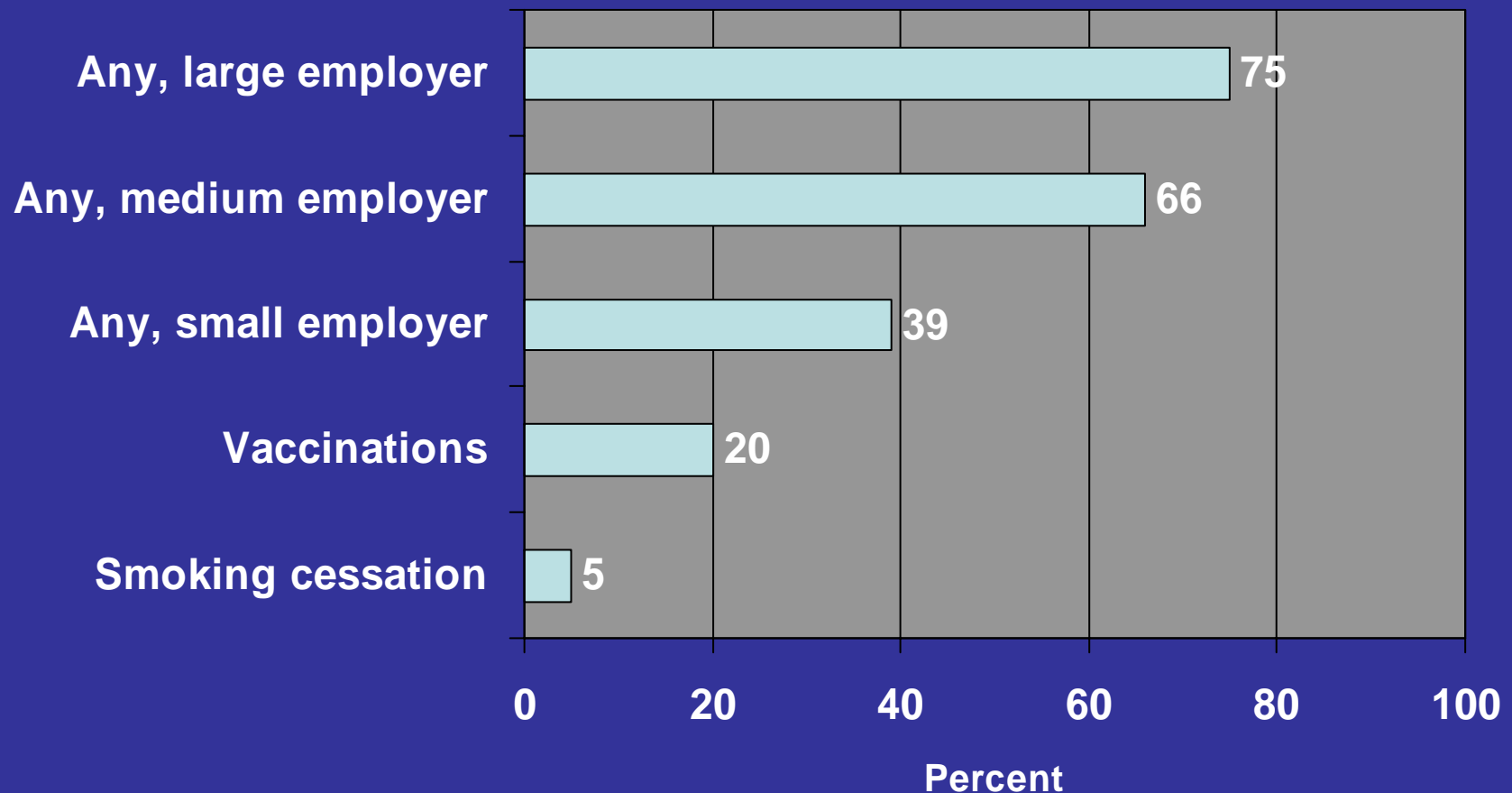
Source: WA State BRFSS; Employees w/ Insurance, age 18-64, 2001-2002.

# Employers' Insurance Misses Opportunities



Source: Bondi et al. Am J Health Promot. 2006;20:214-22.

# Workplace Services Miss Opportunities



Source: Bondi et al. Am J Health Promot. 2006;20:214-22.

# Small Firms Employ Most Washingtonians

Size	Number of Employees	Number of Firms	Percent of Employees
Large	$\geq 1000$	189	17%
Medium	250-999	922	15%
Small	$\leq 249$	~206,000	68%

# Summary

- Chronic diseases are costly
- Employers well-positioned: need, power
- Effective, cost-effective tools under-used
- Do what we know