

### **Health Risk Assessments: Best Practices for Employers**

Health Risk Assessments can help your employees become more aware and motivated to address their health risks and help you design your benefits to address your employees' health needs and lower their health risks. Following is a checklist for developing an effective HRA program.

- ✓ Use an HRA that provides specific, actionable results and health information.
- ✓ Provide follow-up contact with a health coach. If resources are limited, consider targeted feedback or follow-up services to the population that is highest risk.
- ✓ Ensure employees' privacy. Arrange to have individual HRA data handled by your health plan or wellness vendor.
- ✓ Promote the HRA--take advantage of workplace wellness events, health fairs, and events such as employees' birthdays to raise awareness and prompt employees to take HRAs. Also feature HRA "champions" or examples of people who have made positive changes in response to HRA results.
- ✓ Offer incentives to bolster participation, such as reduced co-pays, gift cards, or eligibility for drawings.
- ✓ Provide summary results in a format easy for employees to understand and to bring to health providers for discussion.
- ✓ Offer an option to integrate HRA results into electronic health records or to electronically transmit the results to providers.
- ✓ Review overall results regularly and use them to guide health promotion and disease prevention programs. (This applies only if your workforce is 51 or more--big enough to avoid identifying individual employees through a review.)

**HRA Resources:** If you do not have an HRA available through your plan or wellness vendor, consider these options, available at no cost:

**Washington Health Foundation:** The Foundation's Healthiest State in the Nation campaign includes an HRA with links to a robust complement of health information ([www.whf.org](http://www.whf.org)).

**Spokane Regional Health District:** Employers can register for a code that will enable them to receive aggregated data about the health of their workforce (<http://hsas.srhd.org/survey.aspx>).

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