



# LHIP BUSINESS WELLNESS PROGRAM

## Case for Worksite Wellness Programs in Massachusetts

We are facing an increased burden from chronic diseases. One in every three adults is affected by obesity, asthma, heart disease, diabetes, and stroke.<sup>1</sup> While this chronic disease burdens seems astounding, the economic burden is even more overwhelming. In 2005, total hospital charges approached \$3.2 billion for chronic diseases.<sup>2</sup> Minorities, such as Latinos, are more affected by these chronic conditions.

- 63.5% of Latino adults reported being overweight or obese
- 14.2% of Latinos in MA are living with diabetes vs. 6.5% of the white population
- 1 in 3 Latinos has diabetes and does not know that they have it
- Latinos are less likely to have a PCP or to have visited a doctor in the past 12-months

Having a healthier workforce benefits both employers and employees. There is growing evidence that worksite wellness programs:

- Not only improve individual health but reduce sick leave absenteeism by 28%
- Reduce health care costs by 26%
- Reduce workers' compensation by 30%
- Produce a \$5.93 to \$1 savings to cost ratio<sup>3</sup>

Businesses are losing \$13 billion annually in work lost due to sick days and about \$250 billion per year due to premature deaths, according to a study of health related spending.<sup>4</sup>

A 2010 report from Tower Watson found that "companies with the most effective health and productivity programs experienced superior human capital and financial outcomes: 11% higher revenue per employee, lower medical trends by 1.2%, 1.8 fewer days absent per employee and 28% higher shareholder returns. Companies that implement health and productivity programs are also more likely to have lower health care costs, lower levels of absenteeism, fewer lost days of work due to disabilities and lower levels of turnover relative to their industry peers."<sup>5</sup>

## LHIP Business Wellness Program

**Purpose:** Assist Latino employers in Massachusetts in developing wellness programs to help their employees improve their health. Services in multiple languages and available to their families.

**Method:** Provide evidence-based programs (see list below)

**Benefits:** Improve the health of your employees by offering a program that helps them reduce their waistlines, weight, A1C level (diabetes risk factor) and blood pressure, as well as improve healthy behaviors such as increased physical activity and consumption of more fruits and vegetables.

### I. Chronic Disease Care Management and Control

#### Individualized Care Management

1. LHIP Diabetes Coordinator (physician) meets with patient after being referred from the PCP for initial 2-hour assessment and counseling. LHIP Diabetes Coordinator follows the referral plan and meets every 1-3 months with patient on as needed basis. She also refer patients to evidence-based programs within LHIP and to LHIP's Community Health Workers (CHW) for assistance with social services such as home modifications, domestic violence counseling, and exercise programs among other programs (see more detailed list below).
2. Patient is enrolled in evidence-based program based on patient's medical needs and assessments.
3. LHIP physicians work with bilingual and trilingual CHWs and Patient Navigators to coordinate additional referrals and social support beyond evidence-based programs within LHIP or to community partners, and make referrals as needed for specialist services in coordination with the patient's PCP.
4. Feedback reports concerning the patient are sent to PCP via secure system.

**Case Rates:** Vary based on the number of employees (see LHIP Business Wellness Program Rates card)

1 Health, 2006

2 Policy, Fiscal Year 2005

3 Chapman L.S., 2003

4 State of obesity.org/disparities Latinos 37, 38

5 "The Health and Productivity Advantage", National Business Group on Health/Towers Watson, 2009-2010





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## II. Evidence-Based Programs

1. Diabetes Prevention Program (DPP) for pre-diabetics
1. Chronic Disease Self-Management Program (CDSMP)
2. Diabetes Self-Management Education (DSME)
3. Diabetes Club (support groups)
4. Cancer Education (Taking Control of Your Health)
5. A Matter of Balance (MOB)
6. Tobacco Cessation
7. Tai Chi, Enhanced Fitness (exercise programs)
8. Health Literacy Program (quarterly health magazine)

### Description of specific programs, which can help providers meet their quality improvement metrics for your employees living with diabetes

LHIP offers DSME and Diabetes Self-Management Training (DSMT): Individual, as well as group education via telemedicine. DSME/DSMT is the ongoing process of facilitating the knowledge, skills and abilities necessary for successful diabetes care. These workshops are patient centric, respectful and responsive to the individual needs and values of your employees, culturally tailored and assessing barriers. Our physicians and CMAs use the National Diabetes Prevention Program's Test for Pre-Diabetes. They have received the American Association of Diabetes Educators training and work according to the National Standards for Diabetes Self-Management Education and Support (AADE and ADA). Our DSME/DSMT programs are accredited by the ADA.

Support Groups-DSMP<sup>6</sup>: These workshops have been researched and are proven to be effective. They are designed to help adults with type 2 diabetes or pre-diabetes learn skills and increase their confidence that they can manage their diabetes. The workshop meets for 2.5 hours once a week for six-weeks. Rather than replace existing treatments, they complement treatments the participant already receives.

### Who should take these workshops?

Adults with pre-diabetes, type 2 diabetes, or adults living with someone who has diabetes.

### Workshop Benefits

- Offered in convenient locations at convenient times (classes are held evenings and Saturdays)
- Have been scientifically researched and proven to work
- Help reduce hospitalizations and outpatient visits
- Help patients with type 2 diabetes better manage their illness
- Help patients lower their A1C
- Help patients communicate more effectively with their health care team
- Help patients use the health care system more appropriately
- Help patients put lifestyle changes associated with their diabetes into place so that they are better equipped to manage their diabetes when they are outside of the health care setting
- Do not interfere with any existing programs or treatment
- Designed to enhance regular treatment and diabetes specific education
- Are an excellent complement to chronic disease education because it can help patients formulate action plans
- Help patients reduce their fatigue, improve their general health and overall self-efficacy
- Is appropriate for patients with type 2 diabetes, and diabetes with other chronic health conditions such as hypertension (comorbidities).

Your providers will need to refer and recommend LHIP programs to their patients with pre-diabetes, hypertension, or type 2 diabetes, among other chronic conditions. For more information about the LHIP Business Wellness Program, please contact Andy Goldberg at [andrewgoldberg@lhprogram.org](mailto:andrewgoldberg@lhprogram.org) or 617.953.0954.

<sup>6</sup> Developed and tested by the Stanford University School of Medicine; data regarding program efficacy has been published. Randomized, controlled trial of 1,000 participants found that participants experienced improvements in self-reported health, increased ability to participate in social activities, were more active, had greater self-confidence, had more energy and were less fatigued, spent fewer days in the hospital and had fewer outpatient and ER visits.

