Wellness Works Program

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Presentation Agenda

- Health Trends
- Why Worksite Wellness
- Texas A&M System Wellness Initiative
- Wellness Works at Texas A&M University
A Little Wellness Humor

I PUT ON RUNNING SHOES...

JOGGING SHORTS, AND A SWEAT BAND

THAT'S ENOUGH EXERCISE FOR TODAY
Percent of Obese Adults in U.S.

Obese considered at BMI > 30
Percent of Obese Adults in U.S.

Obese considered at BMI > 30

Texas had 31% of population considered obese
Health care spending has grown much faster than the rest of the economy in recent decades.

- **Spending**: 818%
- **Wages**: 16%

**Source**: McKinsey, “Accounting for the Cost of U.S. Health Care” (2011), Center for American Progress

**The Huffington Post**
Health Care Spending

The U.S. spends more on health care than other industrialized countries.

Per capita spending (Percentage of GDP)

- Australia: $3,800 (8.9%)
- Canada: $4,522 (11.2%)
- Denmark: $4,448 (10.9%)
- France: $4,118 (11.6%)
- Germany: $4,495 (11.9%)
- Netherlands: $5,099 (11.9%)
- New Zealand: $3,182 (10.3%)
- Norway: $3,925 (9.5%)
- Sweden: $5,669 (9.3%)
- Switzerland: $5,643 (11.0%)
- United Kingdom: $3,405 (9.4%)
- United States: $8,508 (17.7%)

Notes: Data is from 2011 or nearest year. Netherlands spending measured as current expenditure. New Zealand numbers exclude investments. Source: OECD Health Data 2013

THE HUFFINGTON POST
>75% of U.S. health care spending is attributable to preventable disease.

(CDC, Chronic Diseases: The Power to Prevent, the Call to Control, 2009)
Why Worksite Wellness

Time use on an average work day for employed persons ages 25 to 54 with children

- Caring for others (1.2 hours)
- Eating and drinking (1.1 hours)
- Household activities (1.0 hours)
- Leisure and sports (2.6 hours)
- Other (1.6 hours)
- Sleeping (7.7 hours)

Total = 24.0 hours

8.8 hours Working and related activities

NOTE: Data include employed persons on days they worked, ages 25 to 54, who lived in households with children under 18. Data include non-holiday weekdays and are annual averages for 2012. Data include related travel for each activity.

Potential Benefits of Worksite Wellness

- Reduce individual health risks
- Reduce use of health benefits
- Contain health care costs
- Improve organizational culture
- Decrease employee stress
- Improve productivity
- Reduce sick leave
- Reduce worker’s compensation
- Improve recruitment and retention
Do You Know?

Guess how much is spent on average each month by the A&M Care plan for:

Healthcare Expenses
$11+ Million

Prescription Expenses
Almost $5 Million
Texas A&M System Wellness Initiative

Increased focus on wellness across the entire A&M System

- Includes Wellness Exam Incentive Program
- Includes grant funding at the “entity” level
Wellness Exam Incentive Program

- Financial incentive to get recommended annual physical
- Applies to A&M Care enrollees and covered spouses
- Initial cycle deadline is June 30
- All recording is done through the claims process
Wellness Exam continued

• Completion will be recorded in BAM account
• When complete, will qualify for lower wellness premium rate for that year
• Additional premium differential added if not complete ($30 per month)
• On-going program
Examples of some of the types of items that may be under each of the categories:

**Physical**
- Fitness
- Nutrition
- Sleep
- Preventive treatment
- Self-care
- Disease management
- Safety

**Financial**
- Financial security
- Budget & Planning
- Retirement planning

**Interpersonal**
- Social
- Spiritual
- Intellectual
- Mental
- Stress management
What is Already Moving Forward

- Branded Wellness Works program
- Established a Wellness Works Advisory Group
- Hired a dedicated graduate assistant
- Conducted a campus-wide participation and interest survey
- Compiling local and University wellness resources
What is on the Horizon

- Department wellness “champions”
- Social media – Twitter
- Fitness sessions
- Awareness/educational programs
- Walking trails and program
- Build on and promote existing programs
Save the Date

• July 14, 2014 and July 15, 2014
  • Annual Enrollment Benefits Fair

• October 16, 2014
  • Retirement & Financial Planning Fair

• October 27, 2014 and October 28, 2014
  • Flu Vaccine Clinic

• March 4, 2015
  • Health & Wellness Fair
Final Thoughts

Wellness Works website is a dedicated resource for activities, events and information for Wellness Works programs

Exam deadline is approaching for FY15 premium determination and the exam requirement will be an on-going requirement

Lifestyle changes can have a significant impact on wellness and quality of life

Leveraging expertise and existing resources right here on campus is critical to Wellness Works and then building on that foundation