



Is Wellness and Disease Prevention an Integral Part of Your Health Plan?

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The Problem

It is estimated that **20% of health plan members typically account for 80% of health care cost.**

The majority of these problems are chronic and preventable! These conditions include: heart disease and stroke, cancer, diabetes, arthritis, obesity, and respiratory disease.

The Facts

- **According to the Centers for Disease Control and Prevention, heart disease and stroke remain the first and third leading causes of death.** In surveys 37% of adults have reported having two or more of the major risk factors for heart disease and stroke.
- **Cancer is the nation's second leading cause of death.** Smoking related lung cancer remains the leading cause of cancer death in both men and women.
- **Diabetes is becoming more common.** If current trends continue, 1 in 3 Americans born in 2000 will develop diabetes during their lifetime.
- **Arthritis is the nation's most common cause of disability, affecting 1 of every 5 adults.**
- **Obesity has been linked to increased risk for heart disease, high blood pressure, type 2 diabetes, arthritis-related disability, and some cancers.** One third of adults and one fifth of children between the ages of 6 and 19 are obese.
- **Smoking is the primary risk factor for chronic respiratory diseases such as emphysema and chronic bronchitis, both of which are major conditions of chronic obstructive pulmonary disease (COPD).**
- **Physical activity decreases disability and increases the quality of life among those with arthritis.**
- **Physical activity and dietary changes can reduce the incidence and in some cases reverse obesity, diabetes and heart disease.** Smoking cessation and physical activity will reduce the incidence and in some cases reverse respiratory and heart disease.

A Solution – Wellness Program

According to the Wellness Councils of America, health promotion programs return \$3 or more for every \$1 spent. In a February 2010 article the journal *Health Affairs* reported similar results adding: absenteeism costs fall \$2.73 for every \$1 spent on work site wellness and disease prevention.

Researchers at the University of Michigan Health Management Research Center studied a physical activity program implemented by IBM. Nearly 54% of eligible employees participated in this program. The researchers concluded that from 2003 to 2005 participating employee health care costs increased by \$291 a year while non-participating employee costs increase \$360 per year.

The Johnson & Johnson Family of Companies introduced a worksite health promotion program in 1979. Though the program has evolved, it is still in place after 30 years. In a March 2011 article the journal *Health Affairs* reported savings ranging from \$1.88 to \$3.92 for every dollar spent on the program.

Compared to similar large companies, Johnson & Johnson's average annual growth in total medical spending has averaged 3.7% less.

According to a 2008 national survey by Harris Interactive, 91% of employers expressed the belief that they could reduce their health care costs by influencing employees to adopt healthier lifestyles. Yet, relatively few employers have implemented worksite wellness programs.

Workplace illness and injuries are a serious matter and are usually addressed with training and education. Incentives and disincentives are often offered in an effort to raise awareness and change employee behavior. Consequently, employees are often safer at work than they are at home.

Health care insurance, like workers' compensation insurance, pays for the treatment of problems that could be avoided if employees and dependents made better choices and had more training accompanied by appropriate incentives and disincentives.

Health insurance is much more expensive than workers' compensation insurance. Yet, health benefits are made available to employees and their dependents with little or no instruction or accountability.

We Can Help

Are you feeling a lot of pain with rising health care costs? Is it affecting your bottom line?

The solution starts with management wanting to fix the problem, not with a band aid solution, and not by postponing the problem until next year. Left alone health care costs rise and problems compound.

We are pioneers in healthcare solutions. We are convinced wellness and disease prevention are essential elements in a comprehensive cost control, and productivity improvement strategy.

Give us a call, or send us an email if you would like more information on reducing your overall healthcare costs. We have solutions.

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