



## Healics Wellness Program

At Healics, our mission is to work with employers to educate their employees about their personal health risks through participation in an annual Health Risk Assessment (HRA) and to assist them in achieving a healthy lifestyle - all HRA participants are encouraged to share their results with their personal physician. Our goal is to empower people to care for themselves.

Healics has grown from one client in 1985 to more than 200 clients today - we process approximately 60,000 HRA's annually. Healics utilizes a network of community providers who work hand-in-hand with local employers to screen their employees and deliver their health risk results. For employers with multi-state locations, Healics partners with organizations that offer nationwide services. In addition, we offer a range of online services so we can reach employees and their spouses wherever they are located.

### The Healics scoring table

The point system for the Healics HRA is claims driven and was developed in 1991 by comparing health care costs with health risks. Healics quantified eleven measurable health factors into a 100 point scoring table. The average annual score for the entire Healics client population is typically around 71.

The scoring table is color-coded making the risk categories easy to understand. Each health factor is divided into risk levels. An improvement of one level per health factor is a reasonable annual goal for a HRA participant.

Our point system only scores those risks that can be measured at the work site. While the questionnaire does contain subjective questions relating to exercise and alcohol, those answers are not used in the total score. Answers to the subjective questions do help if the HRA participant is working with a health coach to discuss their current health status.

### Steps to a Successful HRA Program

Identify health risks in your employee population via the health risk assessment (HRA) - a voluntary program may be required at program inception for positive employee acceptance. We recommend that each employer offer a participation bonus to help achieve 100% compliance by the second year of the HRA program.

Consider Legal Issues - experienced employee benefits counsel has reviewed the Healics HRA Program, however, we recommend that our clients consider having their program reviewed by an independent employee benefits attorney.

Offer Motivation for Improvement - we recommend that by the third year of the HRA program, each employer offer an achievement bonus or incentive for those participants who score at a specified level or improve their score over prior year participation. While some motivated people will take steps to improve their health on their own, others will need additional support. If the incentive is based on the HRA score, to comply with HIPAA, individuals will need an alternative behavior option to allow them the chance to qualify for the incentive. Options include:

- ◆ *Health coaching by qualified personnel.* To qualify for the achievement bonus, each participant would need to meet with a coach a specified number of times and demonstrate to that coach that he/she is attempting to improve at least one health factor. Telephonic support is an alternative for remote locations.
- ◆ *MD acknowledgement.* If points were too low to qualify due to cholesterol, triglycerides, blood pressure, GGT and/or diabetes (glucose) AND a participant is fully complying with their doctor's treatment plan/lifestyle recommendations for that condition(s), the participant can submit a letter from their doctor stating the condition and the fact that they are complying with treatment/lifestyle recommendations. This will give the maximum points for that risk factor(s).
- ◆ *Participation in a designated wellness program.* To qualify for the achievement bonus, an individual can participate in and complete an approved wellness program online or at a local provider. Possible topics include stress management, exercise, nutrition, weight loss, and smoking cessation.

- ◆ *Track aggregate health risks* - Healics health risk reports are designed to provide a yearly measurement of health risks and to show changes in annual health scores by comparing historical data.

## **Healics Products and Services**

Advance Planning - Initial "set up" and planning stages - a member of our staff will work with the employer and explain the entire HRA process from start to finish.

### Data Collection

- ◆ *Health Risk Assessment (HRA)* - Healics offers the HRA questionnaire in two formats.
- ◆ *Biometrics & Blood Draw* - biometrics including height, weight, wrist, waist & hip measurements and blood pressure are recorded. Blood is tested for nicotine, cholesterol (Total, LDL & HDL), triglycerides, glucose and GGT (liver enzyme), as well as 14 blood chemistries. Optional blood tests, such as Prostate Specific Antigen (PSA) can be added upon request, at an additional cost.

### Data Integration & Delivery

- ◆ *Individual Reports* - reports can be mailed to the participants or delivered by a health consultant, either at the worksite or telephonically, and include:
  - A report explaining risk factors and general health information.
  - A protocol for medical referrals & behavior alternatives (when appropriate).
  - Comparison information so the participant can track changes in their health risks from year-to-year.
  - Online viewing instructions (participants can print additional copies of the Health Risk Report).
- ◆ *Online Group Reports* - comprehensive review of the group report with company executives and insurance agents. Aggregate reports are HIPAA compliant and reveal information about the company as a whole. The group report includes:
  - A current group profile.
  - User friendly charting and graphing tools.
  - Charts comparing the client against the entire Healics test population.
  - Comparisons between client subgroups (based on gender, employee status and/or location).
  - Year-to-year comparisons of key health risks for multi-year participants.
  - Graphs showing interest levels in potential employer sponsored activities.

Additional Services - Healics will work with the client to develop recommendations tailored to the client's specific needs. Our additional services include:

- ◆ *Goal setting and incentive management.*
- ◆ *Coaching Services* (face-to-face, online and telephonic) - Healics works with highly qualified organizations locally and nationwide to provide ongoing coaching services to employers and their employees.
- ◆ *Access to the LifeWorks Online Resources* including articles on health education and online health coaching tools for weight management, smoking cessation, stress management, and cardiovascular risks.
- ◆ *Claims Data Analysis\** - year to year comparison of insurance claims in relation to the findings of a group's reported health information. When assessing the value of a wellness program using the Healics HRA, one point of improvement (in the total score on the aggregate report) typically equates to a 1.8% reduction in total claims costs. \*Claims data analysis is not statistically valid for groups with less than 1000 HRA participants.
- ◆ *When requested, upload personal health information (PHI) to a client's disease management provider.*
- ◆ *When requested, upload incentive qualifying information to the employer.*

## **Contact Healics**

Visit us on the web at [www.healics.com](http://www.healics.com)

Email: [service@healics.net](mailto:service@healics.net)

Phone: 1.800.432.5427