Development of a County-Wide Total Worker Health Program

Helping Employers Ensure a Safe and Healthful Workplace and Healthy Employees Enhancing the Health of the Community

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Berkshire County Statistics

- Westernmost county in Massachusetts
- Bordered by Vermont, New York and Connecticut
- 927 square miles/ 141.6 persons/mi²
- Population 2013: 129,585
- 93% White; 3.1% black; 3.8% Hispanic
- 12.4% population below poverty level
- Median household income 47K (MA: 66K)
- Unemployment rate = 5.8% (MA 5.5%)
Industry Breakdown 2014 in Thousands

- Education & Health Services 8.9
- Trade, Transportation, Utilities 6.1
- Leisure & Hospitality 5.8 (4.2)
- Government 4.8
- Professional & Business Services 3.9
- Manufacturing 3.1
- Financial Activities 1.5
- Mining, Logging & Construction 1.5
- Other 2.0
Health Rankings in Massachusetts by County 2013
Berkshire County Health Outcome Statistics*

Ranked 11th out of 14 Counties for Health outcomes
- Length of Life
- Quality of Life

Ranked 9th for Health Factors
- Clinical Care (accounts for 20%)
- Health Behaviors
- Social and Economic Factors
- Physical environment

* 2013 University of Wisconsin/Robert Woods Johnson Foundation
Clinical Care Rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>County</th>
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<tbody>
<tr>
<td>1</td>
<td>Hampshire (HP)</td>
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<tr>
<td>2</td>
<td>Barnstable (BA)</td>
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<td>3</td>
<td>Norfolk (NO)</td>
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<td>4</td>
<td>Berkshire (BE)</td>
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<td>Middlesex (MI)</td>
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<td>Hampden (HA)</td>
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<td>Dukes (DU)</td>
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<td>14</td>
<td>Nantucket (NT)</td>
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Health Behaviors Rank

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Berkshire (BE)
Rank: #11
The Resources
Berkshire Health Systems

Berkshire Health Systems is the largest employer with ~3500 employees

Not-For-Profit Community Health System
- Berkshire Medical Center (BMC), Pittsfield (Central)
- Fairview Hospital ~ Great Barrington (South)
- North Adams Satellite Facility
- 9 Long Term Care Facilities in County

Provides the vast majority of acute care, inpatient, outpatient and home health care services

Truven Top 100 Hospitals; Health-Grades Top 5%
Berkshire Health Systems

Berkshire Occupational Health and Environmental Medicine (BOH)

Berkshire Medical Center Wellness at Work

Berkshire Rehabilitation Services
Berkshire Occupational Health and Environmental Medicine (BOH)

- Only Occupational Medicine Clinic in the county
- Services 3500+ employees of BMC
- 550 client companies
- 1 Bd Certified Occupational Physician
- 3 Midlevel providers
- All standard Occupational Medicine Services
  - Physicals
  - Workers Compensation
  - Medical Surveillance
  - Case management
  - Worksite Health and Safety Evaluations
Berkshire Medical Center Wellness at Work

- Established in 2005 for Berkshire Medical Center Employees
- Expanded to include spouses this year
- Outreach to several local companies
- Standard HRA; chronic disease monitoring programs, wellness events; weight management
- Incentives include:
  - Reduced insurance premiums for enrollees and their spouses for BMC employees
  - Reduced medication cost at employee pharmacy
  - No copays for chronic disease medications for enrollees
- Modest reduction in Health care costs
Berkshire Rehabilitation Services

- Physical Therapy
- Occupational Therapy
- Functional Capacity Evaluations
- Worker Body Mechanics Training
  - Lifting
  - Pushing
  - Pulling
- Worksite Ergonomic Evaluations
Canyon Ranch Institute

Life Enhancement Program in the Berkshires
CRI Mission

Canyon Ranch Institute catalyzes the possibility of optimal health for all people by helping educate, inspire, and empower every person to prevent disease and embrace a life of wellness.
CRI Focus Areas

Canyon Ranch Institute strives to:

- Advance **health literacy**
- Improve **prevention**
- Honor **cultural diversity** and meet each person where they are
- Apply **integrative health** and understand that personal and emotional connections lead to positive behavior changes
- Eliminate **health disparities**
CRI LEP Evaluation

Pre, Post, Post +3 months, Post + 12 Months

- Blood Testing
- Flexibility & Strength Testing
- Physical Measurements
- Survey of knowledge, attitude, behaviors & beliefs
- Participants receive their own results
http://www.youtube.com/watch?v=vzXv7wQ0Igo
<table>
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<tr>
<td>PHQ-9 Depression scale, all</td>
<td>-43%</td>
<td>Exercise self-efficacy</td>
<td>+9%</td>
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<tr>
<td>Stress Scale</td>
<td>-16%</td>
<td>Nutrition self-efficacy</td>
<td>+9%</td>
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<tr>
<td>Days ment/phys healthy</td>
<td>+23%</td>
<td>Health knowledge</td>
<td>+23%</td>
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<tr>
<td>Triglycerides</td>
<td>-13%</td>
<td>Read food labels</td>
<td>+27%</td>
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<tr>
<td>Systolic blood pressure</td>
<td>-4%</td>
<td>Drink water/day</td>
<td>+15%</td>
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<tr>
<td>Diastolic blood pressure</td>
<td>-5%</td>
<td>Drink soda/day</td>
<td>-20%</td>
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<tr>
<td>Strenuous exercise/week</td>
<td>+248%</td>
<td>Eating fried food</td>
<td>-15%</td>
</tr>
<tr>
<td>Moderate exercise/week</td>
<td>+79%</td>
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Bold - Statistically significant results at $p < 0.05$, matched pair pre/post
Components of an Integrated Worker Health System (Employer)

Worksite evaluations
- Look for safety/health hazards
- Determine need for Medical Surveillance/PPE
- Industrial Hygiene Survey
- Analyze worker's comp data to pinpoint problem areas

Review job descriptions:
- Ensure physical demand relevancy
- Develop appropriate pre-placement medical evaluations
- Assist in OSHA/State Compliance (OSHA VPP)

Worksite Ergonomics
- Analyze the physical demands of high risk task
- Develop safe job performance training
- Recommend changes to reduce injury
Components of an Integrated Worker Health System (Employee)

- Standard Health Risk Assessment
  - Wellness screening
  - Enrollment in support programs

- Occupational Health History and Risk Assessment
  - Targeted questions about past employment
  - Careful NOT to alienate the employer

- Workplace Ergonomics
  - Functional capacity evaluations through program to develop strengthening program for individual employees
  - At task training in job safety

- Provide health literacy training
The Sell
Total Worker Health Partner
Interconnectivity
Getting Partners On Board

Education:
- Presentations to
  - Rotary Club; Better Business Bureau
  - Hospital Grand Rounds
  - Primary Care and other specialties
- Meetings with client companies

Outreach
- Local Public Service TV spots
- Public Service radio – tips for a safe workplace

Incentives
- Reduced standard fee table for employers who enroll employees
- Reduced/no cost for worksite health & safety
The Goal
Health Rankings in Massachusetts by County 2013
Health Rankings in Massachusetts by County 20??