

FALL 2009 HEALTH SCREENING SCHEDULE

OCTOBER					
MON	TUE	WED	THU	FRI	SAT
			1 8-noon	2 7-noon	3
5 6-11am Gateway	6 6-11am Gateway	7 7-noon Gateway	8 8-noon Gateway	9	10 7-noon Gateway
12 6-11am	13 6-11am	14 7-noon	15 8-noon 3-6pm	16 7-noon	17
19 6-11am	20 6-11am	21 7-noon	22 8-noon	23	24 7-noon
26 6-11am	27 6-11am	28 7-noon	29 8-noon 3-6pm	30 7-noon	31
NOVEMBER					
MON	TUE	WED	THU	FRI	SAT
2 6-11am	3 6-11am	4 7-noon	5 8-noon 3-6pm	6 7-noon	7
9 6-11am Gateway	10 6-11am Gateway	11 7-noon Gateway	12 8-noon 3-6 pm Gateway	13	14 7-noon Gateway
16 6-11am	17 6-11am	18 7-noon	19 8-noon	20	21 7-noon
23 6-11am	24 6-11am	25 7-noon	26	27	28
30					
DECEMBER					
MON	TUE	WED	THU	FRI	SAT
	1 6-11am	2 7-noon	3 8-noon 3-6pm	4 7-noon	5 7-noon
7 6-11am Gateway	8 6-11am Gateway	9 7-noon Gateway	10 8-noon 3-6pm Gateway	11	12 7-noon Gateway
14 6-noon	15 6-noon	16 6-noon	17 6-noon 3-6 pm	18 6-noon LAST DAY!	19
21	22	23	24	25	26
28	29	30	31		

HEALTH SCREENING & WELLNESS INCENTIVE REQUIREMENTS FOR OCTOBER 1, 2010



All covered Employees & Spouses **MUST** complete the annual required health screening between September 2009 and December 2009. Please see Health Screening Calendar and schedule appointment on-line appropriately.

**NO FALL 2009 HEALTH SCREENING =
NO FALL 2010 HEALTH INSURANCE COVERAGE!!!**



All assigned Follow-up Programming **MUST** be completed & submitted to the Wellness Center as instructed no later than **06/30/2010**. Please note this date has changed and is earlier than previous years' requirement.

**NO COMPLETED FOLLOW-UP PROGRAMMING BY 06/30/2010 =
NO WELLNESS INCENTIVE ON 10/01/2010**



Did you know?

Deaconess Health System is committed to providing physical activity and wellness opportunities for our employees. We have been recognized as a 2009 Platinum Level Recipient of the American Heart Association's **Start! Fit-Friendly Companies** Recognition program for providing a culture of wellness in our workplace.

Health Screening

As usual, the health screening is a free service and will focus on five key health indicators: blood pressure, body mass index, cholesterol, blood glucose and tobacco use. At the session, a Deaconess Wellness coach will review the test results and help develop a plan to address your unique health issues. The screening and coaching will take about 30 minutes. One way to shorten this experience is to bring your own lab results if you have all tests needed and the date is August 1, 2009 or after.

Follow-up Programming and Activities

By the end of the screening, each individual will have a personal wellness plan, or follow-up programming, to complete. The follow-up programming can include an exercise log, blood pressure log, on-line activities, additional sessions with a Wellness coach to discuss progress, office visits with a physician, or educational classes at an outside facility. Please note that while the follow-up programming is required in order to be eligible for the Employee and/or Spouse Wellness Incentive, it is optional if an employee does not wish to participate. Both the employee and spouse have a *CHOICE* to complete the follow-up programming and receive the Wellness Incentive or not complete the follow-up programming and therefore not receive the Wellness Incentive.

Education and Resources

Deaconess offers many health promotion and management programs to employees and their spouses through the Deaconess Wellness Department. These offerings range from healthy meal options at our cafeteria, to tobacco cessation programs to lifestyle modification programs. We will be advertising and promoting these programs during the next year.

Personal Health Screenings—What to Expect

The health screenings are performed at the Main Campus in the Wellness Center located in the old Radiation Therapy department in the basement, unless specified elsewhere. Screenings on the Gateway campus are held in the conference rooms. This area is arranged for maximum privacy during testing and one-on-one Wellness coach discussions.

Here's what you can expect:

❖ *Before your screening*

For the most accurate (and useful) test results, you should not eat anything and only drink water during twelve hours prior to your appointment. Please take any routine medications, as long as food is not required. You don't need to do anything else to prepare for the screening, nor do you need to bring anything with you unless you are providing your own lab results from your physician.

❖ *When you arrive*

You will be greeted by screening staff who will provide you with information and materials and will get you started through the screening process.

❖ *What tests will be performed*

The screening staff will:

- Measure your height and weight
- Calculate your body mass index and body fat percentage
- Take your blood pressure
- Finger Stick to test your lipid profile and blood glucose levels and A1C if you are diabetic

❖ *Reviewing results and planning*

After the tests are performed, you will meet with a Deaconess Wellness coach to review your results. Your coach will discuss your test results, explain what they mean and suggest options to address any health risks that are identified. You will leave your session with a personal wellness plan.

Answers to Questions We've Received

Q. What tests are conducted during the health screening?

A. The screening staff will draw blood to determine cholesterol, triglyceride and blood glucose levels. They will also take your blood pressure and measure your height, weight, BMI and body fat %. They will not test for hepatitis, HIV or illegal drugs.

Q. When are the screenings and how do I make an appointment?

A. Screenings will begin October 1, 2009. Employees will need to schedule an appointment online at www.deaconess.com, on the "For Employees" page. Sign ups will begin September 1, 2009.

Q. Do I need to get a health screening through the Deaconess Employee Wellness program if I've had a physical exam recently?

A. You do not need to participate in a full health screening if your exam was performed since August 1, 2009, but you do need to meet with a Deaconess Wellness coach to develop a personal wellness plan. You will also need to provide written results of the following tests at the time of your visit with the health coach: total cholesterol, HDL, LDL, triglycerides and blood glucose. You will need to schedule your meeting with the Wellness coach online at www.deaconess.com, on the "For Employees" page on or after September 1, 2009.

Q. Do I need to get a health screening and receive coaching through the Deaconess Employee Wellness Program if I have regular check-ins with my physician?

A. You still need to meet with a Deaconess Wellness coach to be eligible for health insurance coverage for the 2010-2011 Plan Year. You do not need to complete a full health screening if you have had a physical exam since August 1, 2009 and can provide written results for the following tests at the time of your visit with the Wellness coach: total cholesterol, HDL, LDL, triglycerides and blood glucose. Bringing your own test results will decrease the wait time of your screening experience.

Q. I'm pregnant. Should I get my health screening now or wait until I have my baby?

A. To be eligible for medical insurance next year, you must participate in a health screening. Your height, weight, BMI, blood glucose, lipid testing and blood pressure will be waived. You will still meet with a Deaconess Wellness coach and review tobacco status and any follow up programming that may be required. You DO NOT need to fast as blood work will not be completed.

Q. Can you give me directions to the Wellness Center where most of the health screenings are taking place?

A. Go to the main hospital lobby. From the Information Desk, locate the main elevators that are nearby. Take these elevators down to the basement. In the basement, follow the pink signs marked "Wellness Center."

Q. Do I need to fast before my health screening?

A. Yes. For the best results, you should only drink water and do not eat at all during the twelve hours prior to your screening appointment. Fasting means no food, gum, mints, or liquids other than water. Please drink plenty of water and take any medications as long as no food is required.

Q. Will I have privacy during my health screening?

A. Yes. The Wellness Center screening area has been set up in the Old Radiation Therapy Department in the hospital basement which has lots of space for maximum privacy. Each screening will take place in a separate station.

Q. Are my health screening results confidential?

A. Only the healthcare professionals who need to will have access to your personal results in order to provide the advice necessary for you to understand your health status and the steps you can take to improve it. The Wellness coaches, who are employees of Deaconess, have signed confidentiality agreements. No one outside of the Wellness Department will know the results of any individual's results. You should also be aware that the health coaches you work with are the same health care professionals who work with our Deaconess clients throughout the Tri-state area.

Q. Can Deaconess require me and my spouse to have a screening to be eligible for medical benefits?

A. Yes, and other local and national companies are implementing similar programs. As healthcare costs continue their astronomical rise, many employers are looking for ways to manage these costs while keeping medical coverage affordable—for employees and the company. There are many factors that contribute to rising costs that we cannot do anything about. One thing we can do, however, is manage our personal health and make smart use of our healthcare services. That's what Deaconess Employee Wellness is all about.

Q. What do I need to do to be eligible for the Wellness Incentive?

A. You need to get a health screening by December 18, 2009 (Remember, if you've had a physical exam since August 1, 2009 and can provide the required written test results, you don't need to complete the full health screening at Deaconess, but you do still need to meet with a Deaconess Wellness coach by December 18, 2009.) You need to work with a Deaconess Wellness coach to carry out the follow-up programming you received as part of your health screening. Your personal wellness plan will need to be completed by June 30, 2010.

Typically, the plan will outline actions for you to take and will involve meeting periodically throughout the year with a Wellness coach who will give support, check on your progress, answer your questions and provide information. The goal is active involvement—not specific outcomes. For example, no one will be asked to lose 10 pounds to be eligible for the Wellness Incentive. Depending on your personal health situation, you may be asked to participate in a seminar or other program, for example a tobacco cessation or diabetes management program. Some of these options may cost the employee and/or spouse money out of his/her own pocket to participate. Please note that while the follow-up programming is required in order to be eligible for the Employee and/or Spouse Wellness Incentive, it is optional if an employee does not wish to participate. Both the employee and spouse have a CHOICE to complete the follow-up programming and receive the Wellness Incentive or not complete the follow-up programming and therefore not receive the Wellness Incentive.

Q. Must my spouse have a health screening to be covered under my medical plan beginning October 1, 2010? What about my children?

A. Yes, a health screening for your spouse is required for coverage. If your spouse follows through on his/her personal wellness plan, he/she will qualify for the Spouse Wellness Incentive. Dependent children are not included in the health screening program.

Q. Can my spouse schedule a health screening during the times posted for employees?

A. Yes, the posted schedule applies to employees and their spouses.

Q. If I cover my spouse under my Deaconess medical plan, will I get a bigger incentive if my spouse also gets a health screening?

A. You will both receive a Wellness Incentive if you both complete a health screening, follow through and submit both of your completed personal wellness plans by the posted due date.

Q. My spouse works full-time, M-F, 7:30 AM – 5:00 PM, at a location several miles from Deaconess Hospital. Will he/she be able to get a health screening without taking time off work?

A. The Wellness Center will open at 6 AM and close at 6 PM on specified days as well as being open on some scheduled Saturdays, to accommodate such situations. The Deaconess Employee Wellness staff will work with anyone who is having difficulty getting to the Wellness Center during its business hours. Please contact us for further details.

Q. If I don't have medical coverage through Deaconess Hospital, am I required to get a health screening? Can I get a screening if I want one?

A. If you do not participate in a Deaconess medical plan, you are not *required* to get a health screening, but you are encouraged to take advantage of this valuable, free service. The cost of these tests typically exceeds \$50. Please keep in mind that you cannot elect coverage, even during Open Enrollment, if you have not participated in the screening.

Q. If I'm a tobacco user, will I be eligible for medical coverage next year? What about the Wellness Incentive?

A. If you complete a health screening within the required time period, you will be eligible for medical coverage beginning October 1, 2010, provided you meet all other eligibility criteria. You may also be eligible for the Wellness Incentive if you follow through and submit your completed personal wellness plan by the posted due date.

Q. How do I benefit from participating in the Deaconess Employee Wellness program?

A. There are four important ways you may benefit from the program: a free health screening and personal wellness plan, improved health, cost savings (through reduced medical premiums and fewer healthcare expenses) and enhanced ability to serve your patients and customers.

Q. What does the hospital gain from offering the Deaconess Employee Wellness program?

A. Hospital leadership believes that improved health and health management will ultimately help us serve our patients and customers better and more efficiently. It will also help the hospital manage its rising healthcare costs and continue to offer medical coverage at a price that is affordable for you and the hospital.