

# State of Maryland Employee and Retiree Health and Welfare Benefits Program



## Wellness Program Success Overview



# Wellness Program Engagement

*In a Rand Employer Survey, more than ½ employers had less than 40% of employees participate in worksite wellness programs.*

**The State's Wellness Program had 50.2% participation of eligible members in its first two years and in 2017-18 participation rose to 69.4%!**

## 2015 - 2016 Wellness Program

**109,607** individuals completed Wellness Activities to earn PCP co-pay waiver and Specialist co-pay reduction

## 2017 – 2018 Wellness Program

**127,625** individuals completed Wellness Activities to earn PCP co-pay waiver and Specialist co-pay reduction

# Wellness Plan – Increased Compliance with Key Preventive Screenings!

Condition	Compliance Metric	Year	Compliance Rate
Breast Cancer	Mammogram	2014	43.7%
Breast Cancer	Mammogram	2018	<b>65.2%</b>
Colorectal Cancer	Colonoscopy	2014	32.3%
Colorectal Cancer	Colonoscopy	2018	<b>48.1%</b>
Well Visit	Adult Physical	2014	16.8%
Well Visit	Adult Physical	2018	<b>69.0%</b>

**These increases contribute to better health outcomes and reduced medical costs**

# Clinical Compliance Results

Here is a comparison of 2017-18 clinical compliance among eligible members who were in the Wellness Program vs. eligible members who were not.

	Breast Cancer Screening	Cervical Cancer Screening	Colorectal Cancer Screening	Prostate Cancer Screening	Diabetes A1C Screening	Diabetes Nephropathy Screening	Cholesterol Screening
In Wellness Program	65.2%	52.7%	48.1%	63.8%	89.2%	72.4%	79.3%
Not In Wellness Program	50.3%	41.9%	40.8%	51.4%	83.0%	65.5%	70.3%
Difference in Compliance Rate	15.0%	10.8%	7.3%	12.5%	6.2%	6.9%	9.0%

For all screenings, compliance rates were higher in the Wellness Program group. The State’s Wellness Program efforts to encourage early intervention works! This translates to better health outcomes and reduced medical costs.

# Wellness Plan - Treatment Compliance Spotlight on Diabetes

Compliance Metric	2014 No Wellness Program	2018 4 <sup>th</sup> Year of Wellness Program	Change from pre-Wellness Program
Compliance rate for annual screening for diabetic nephropathy	52.6%	72.4%	<b>+19.8%</b>
Compliance rate for 2+ A1C tests in 12 months	36.8%	89.2%	<b>+56%</b>

Diabetes treatment compliance is critical for reducing risks of complications from diabetes, as well as for reducing health care costs associated with poorly managed diabetes.

## ER and Admissions Rates Wellness Program Members vs Non-Members

GROUP	ER Visits Per 1,000	Admissions Per 1,000
Wellness Program Members	211.4	74.8
Non-Members	239.2	78.3
Difference	-11.7%	-4.5%

The decreased ER visits and decreased admissions in the Wellness Program Member Group are evidence that the State’s Wellness efforts to encourage early interventions to prevent complications of chronic conditions are having the desired effect.

# CONGRATULATIONS!

***Since the Wellness Program began in 2015, you've helped achieve:***

- *Steady engagement rate growth*
- *Reduction of over \$16 million in costs associated with heart disease*
- *Increase of up to 70% in preventative cancer screenings*
- *Increase of up to 55% in other key preventative screenings*
- *Increase of over 70% in diabetes treatment compliance*



## Keep Up the Great Work!