

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

## 2019 Wellness Program Success Overview



**Health Benefits**  
Putting the pieces together  
to improve your health.

The banner features the Maryland State logo on the left, the text 'Health Benefits' in a large, bold font, and the tagline 'Putting the pieces together to improve your health.' in a smaller font. On the right, there is a graphic of the Maryland state flag with puzzle pieces integrated into its design.

# Wellness Program Engagement

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

**The State's Wellness Program had 35% participation of eligible members in 2015, its first year. In 2019, its fifth year, participation was 69%!**

## 2015 Wellness Program

**50,796 (35%)** eligible individuals completed Wellness Activities to earn PCP co-pay waiver

## 2019 Wellness Program

**114,599 (69%)** eligible individuals completed Wellness Activities to earn PCP co-pay waiver and/or Specialist co-pay reduction

# Wellness Plan 2019– Increased Compliance with Key Preventive Screenings!

Condition	Compliance Metric	Year	Compliance Rate
Breast Cancer	Mammogram	2014	43.7%
Breast Cancer	Mammogram	<b>2019</b>	<b>66.1%</b>
Colorectal Cancer	Colonoscopy	2014	32.3%
Colorectal Cancer	Colonoscopy	<b>2019</b>	<b>49.4%</b>
Well Visit	Adult Physical	2014	16.8%
Well Visit	Adult Physical	<b>2019</b>	<b>68%</b>

**In 2019, compliance rate increases contributed to better health outcomes and reduced medical costs**

# Clinical Compliance Results

Here is a comparison of 2019 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	66.1%	52.5%	49.4%	65.2%	89.1%	69.9%	81.1%
Not In Wellness Program	51.2%	40.6%	40.6%	51.6%	82.8%	65.8%	71.3%
Difference in Compliance Rate	14.9%	12.0%	8.7%	13.7%	6.3%	4.1%	9.8%

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

# 2019 Wellness Plan - Treatment Compliance Spotlight on Diabetes

Compliance Metric	2014 No Wellness Program	2019 5 <sup>th</sup> Year of Wellness Program	Change from pre-Wellness Program
Compliance rate for annual screening for diabetic nephropathy	52.6%	69.9%	<b>+18.3%</b>
Compliance rate for 2+ A1C tests in 12 months	36.8%	89.1%	<b>+52.3%</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.

## 2019 ER and Admissions Rates Wellness Program Members vs Non-Members

GROUP	ER Visits Per 1,000	Admissions Per 1,000
Wellness Program Members	214.3	69.7
Non-Members	220.4	72.1
Difference	-2.8%	-3.2%

The decreased ER visits and IP 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.

## 2019 WELLNESS PROGRAM SUCCESS!

- ER visits and IP admissions **decreased by 6%** over 2018.
- Office visits for preventative services **increased by 5.5%** in 2019 over 2018.
- For all key preventative screenings, **compliance rates were higher** in the 2019 Wellness Program member group.
- The prevalence of members with **desirable cholesterol rates rose to 72.9%** in 2019.