

2.6 Impact of HPM on the workplace

Objectives

- Understand how to target HPM interventions in an organization
- Successful strategies for implementing HPM
- Case study of successful implementation

HPM Planning

- Budget
- Available data
- Metrics for success
- Participants
- Participation goals
- Outcomes

Addressing the needs of the organization

- Estimate the full cost of poor health to the organization
- Estimate the VOI of an intervention
- Determine most costly diseases or health risks

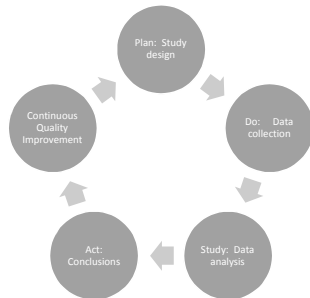
Interventions

- Step 1: Estimate direct medical and indirect costs for common diseases/ health risks
- Step 2: Determine prevalence rates of common medical conditions and health risk factors
- Step 3: Identify the highest cost medical conditions and health risk factors
- Step 4: Estimate the cost of interventions
- Step 5: Determine the outcomes
- Step 6: Agree on intervention(s)

VOI of a medical condition management program

- Cost of condition management program
- Number of employees identified with the condition
- Percent of identified employees who will participate
- Estimated improvement in the condition
- Productivity improvement from the program
- Reduction in medical costs
- Total estimated cost savings
- VOI = which condition management program(s) to implement

Process of implementation: "PDSA"



Summary

- Select measurement process
- Determine medical condition or health risk for intervention
- Estimate the total cost of the medical condition or health risk
- Determine the value of the intervention and VOI
- Implement the intervention and evaluation