



The Role of Research in Evidence-Based Policy for Health and Well-Being: Total Worker Health-Related Research in a Broader Context

Nico Pronk, Ph.D.

HealthPartners Institute

Harvard T.H. Chan School Public Health

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Purpose

- How may focused efforts around organizational policies relevant to Total Worker Health (TWH) be placed in a broader context that reflects the interests, goals, and responsibilities of health systems, employers, and community.



About HealthPartners

- Integrated, not-for-profit, member-governed health system
 - Care delivery (multi-specialty)
 - Hospitals
 - Dental care and administration
 - Health plan
 - Embedded Research and Education
- 90+ clinics and hospitals
- 26,000 employees
- Over 1,800 physicians
- Over 1.2 million patients
- Over 1.8 million members
- 400+ research studies each year



Mission, Vision

- **Mission:** To improve health and well-being in partnership with our **members, patients** and **community**.
- **Vision:** Health as it could be, affordability as it must be, through relationships built on trust.

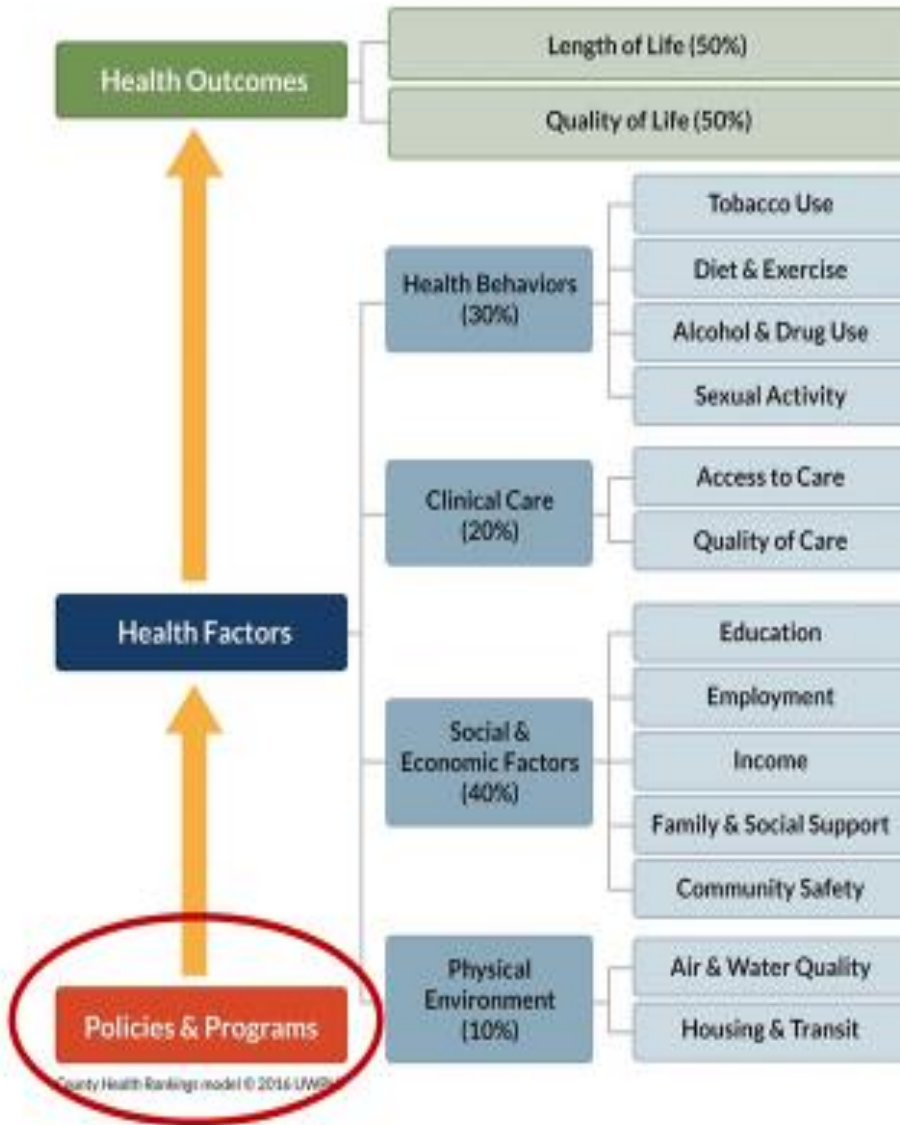




Policy?

According to the World Health Organization (WHO) health policy refers to **decisions, plans, and actions** that are undertaken to achieve specific health care goals within a society. An explicit health policy can achieve several things:

- It defines a vision for the future which in turn helps to establish targets and points of reference for the short and medium term.
- It outlines priorities and the expected roles of different groups.
- It builds consensus and informs people.



Policies play a fundamental role in generating health outcomes

HealthPartners has formally adopted the CHR model

County Health Rankings,
University of Wisconsin
Population Health Institute,
A Robert Wood Johnson
Foundation Program.

<http://www.countyhealthrankings.org/resources/101-presentation>



Summary Measures of Health and Well-Being

Three top-line measures

Current health

Disability-adjusted life years

Well-being

Life satisfaction

Future health

Sustainability



Summary Measures of Health and Well-Being

2015-16 Results

Current Health

69%

Of what it
could be

Where we are at...

Future Health

63%

Of what it
could be

Where we are going...

Well-being

80%

Of what it
could be

How we feel about it



Current health...where we are at

44%

Of total disability burden in
our population

Musculoskeletal

Bone, joint, muscle problems

Psychosocial

Anxiety and depression

Neurologic conditions

Headaches, migraines, sleep
problems

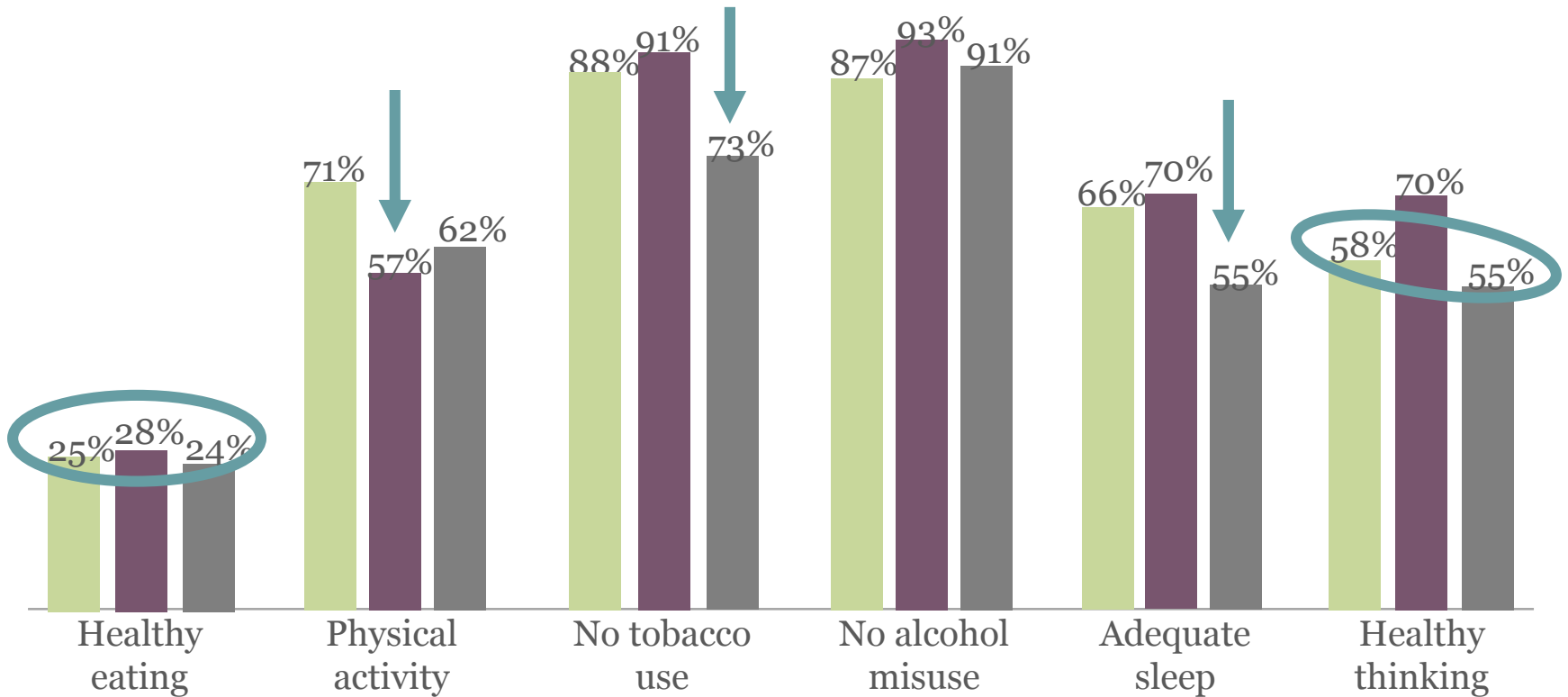


Commercial

Medicare

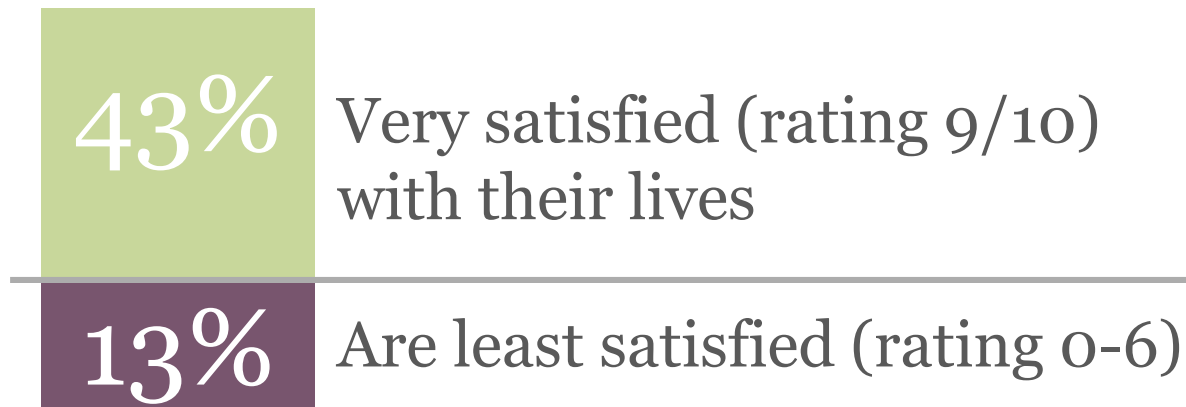
Medicaid

New insights on Sustainability





Well Being (aka life satisfaction)...how we feel about it



Life satisfaction varies by insurance type

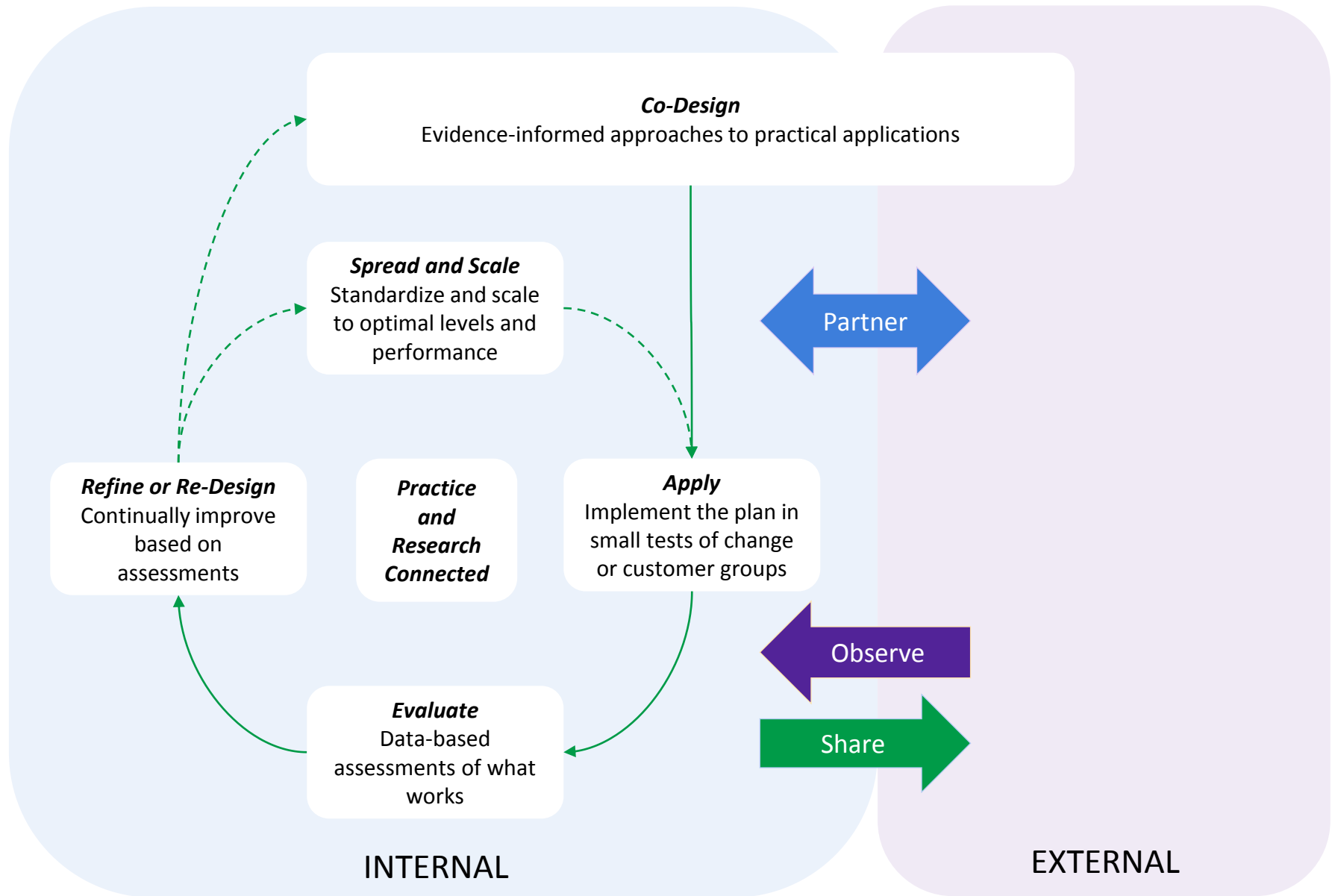




Supporting a Culture of Continuous Learning and Improving

- A Learning Health System: *“one in which science and informatics, patient-clinician partnerships, incentives, and culture are aligned to achieve continuous and real-time improvement in both the effectiveness and efficiency of care”*
- Integration of a TWH policy agenda into the design of LHS could positively influence and support the goals, interests, and broader policy considerations of the health systems, employers /purchasers, and providers as well as further the interests of patients/members/employees and their families

SUPPORTING A CULTURE OF CONTINUOUS LEARNING AND IMPROVING





Conclusions

- Organizational policy can be aligned and leveraged with health and well-being needs of workers, plan members, clinic/hospital patients, and community
 - Through measurement
 - Through research
 - Through education
- Policy approaches can affect organizational culture and align with major change processes
- TWH approaches are useful in ensuring the safety and health/well-being needs of the workforce in such major initiatives



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Thank You



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