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

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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.
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

Musculoskeletal
Bone, joint, muscle problems

Psychosocial
Anxiety and depression

Neurologic conditions
Headaches, migraines, sleep problems

44% Of total disability burden in our population
New insights on Sustainability

<table>
<thead>
<tr>
<th>Lifestyle Aspect</th>
<th>Commercial</th>
<th>Medicare</th>
<th>Medicaid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthy eating</td>
<td>71%</td>
<td>57%</td>
<td>62%</td>
</tr>
<tr>
<td>Physical activity</td>
<td>88%</td>
<td>91%</td>
<td>73%</td>
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<tr>
<td>No tobacco use</td>
<td>87%</td>
<td>93%</td>
<td>91%</td>
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<tr>
<td>No alcohol misuse</td>
<td>66%</td>
<td>70%</td>
<td>55%</td>
</tr>
<tr>
<td>Adequate sleep</td>
<td>55%</td>
<td>58%</td>
<td>55%</td>
</tr>
<tr>
<td>Healthy thinking</td>
<td>70%</td>
<td>70%</td>
<td>55%</td>
</tr>
</tbody>
</table>
Well Being (aka life satisfaction) ... how we feel about it

43% Very satisfied (rating 9/10) with their lives

13% Are least satisfied (rating 0-6)

Life satisfaction varies by insurance type

- 82% Medicare
- 81% Commercial
- 73% Medicaid
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
Co-Design
Evidence-informed approaches to practical applications

Spread and Scale
Standardize and scale to optimal levels and performance

Refine or Re-Design
Continually improve based on assessments

Practice and Research Connected

Evaluate
Data-based assessments of what works

Apply
Implement the plan in small tests of change or customer groups

Observe

Share

Partner

INTERNAL

EXTERNAL

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
Thank You