

New York Wellness Works (NYWW):

The expansion of state-wide policies supporting worksite health promotion interventions and research based on the success of a regional partnership.

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Western New York Wellness Works (WNYWW):

A regional demonstration project

- 2001 - **State Senator Mary Lou Rath (R)**, 61st Senate District, Part of Erie and Genesee Counties
- \$1M of state funding to the UB School of Public Health and Health Professions (UB SPHHP)
- **UB SPHHP charged with designing and testing the feasibility of a community based research project**
 - ***Activities:***
 - Engaging employers
 - Awarding grant money to fund interventions
 - Evaluating worksite wellness interventions
 - Reporting to an Advisory Board
 - Submitting progress reports to Senator Rath

WNYWW Methods

- 2004 - RFP released
- 26 proposals submitted, blind review by committee
- 13 selected
 - *Diverse in size:* 42 to 8,000 employees
 - *Diverse in industry:* manufacturing, higher education, banking, human services
- 1:1 Matched funds required
 - Up to \$25,000/year for two years
- Grantees agreed to:
 - Execute a 2 year health promotion/worksites wellness intervention
 - Complete three evaluation tools at baseline and follow-up

WNYWW -Timeline

- Step 1: Measurement – Baseline (2005)

1. Individual Health Risk Appraisals (HRAs)¹
2. Company Level Health (Heart Check Plus)²
3. Health Care Costs (Medical and pharmacological costs from health insurer, 2 year average costs)

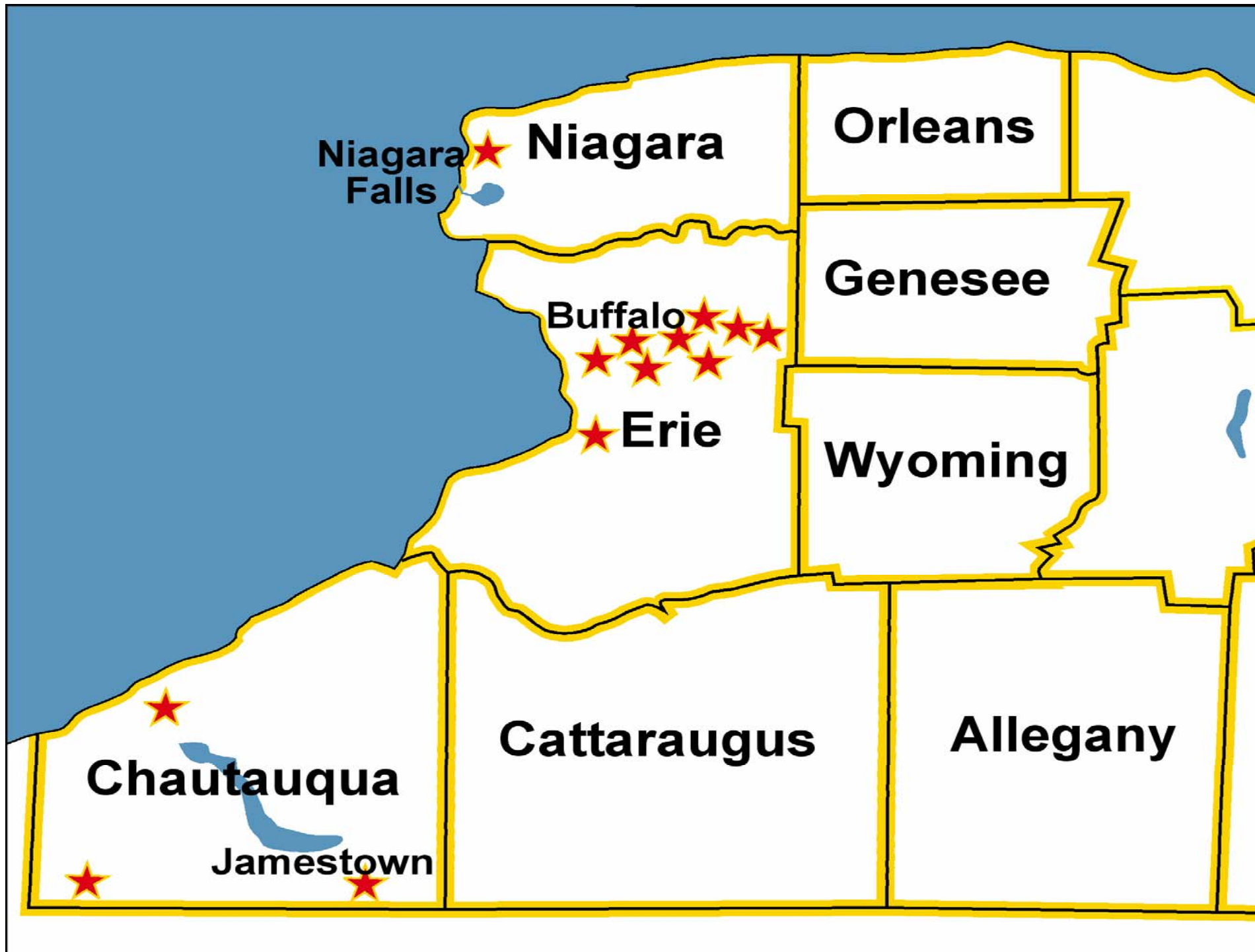
- Step 2: Intervention (24 months)

- Step 3: Measurement - Follow up (2007)

1. Individual Health Risk Appraisals (HRAs)¹
2. Company Level Health (Heart Check Plus)²
3. Health Care Costs (Medical and pharmacological costs from health insurer, 2 year average costs)

¹Edington, D. W., Yen, L. T., & Braunstein, A. (1999). The reliability and validity of HRAs (3rd ed.). The Society of Prospective Medicine and Institute for Health and Productivity Management. Pittsburgh, PA: Society for Prospective Medicine.

²Golaszewski, T. & Fisher, B. (2002). *Heart check: The development and evolution of an organizational heart health assessment*. American Journal of Health Promotion, 17, 132-153.



Wellness in Western New York?



Charcoal Broiled Hot Dogs

TED'S
Hot Dogs



Objectives

- **1. WNYWW: a longitudinal research study**
 - Standardized, scientific measurements
 - Opportunity to compare companies in WNY to larger corporations
- **2. WNYWW: a demonstration project**
 - Testing a model for partnerships between public and private businesses, state government, health insurers and academia
 - Evidence based policy development
 - Catalyst for legislative change

WNYWW Results

- Consistent measures across companies
 - ~ 3,000 HRAs at baseline, 2,000 at follow-up
 - 31 Heart Check Plus interviews
- Agreements with three major health insurers to provide cost data
 - Medical costs
 - Pharmacologic costs
- WNYWW model was regionally tested
 - 26 companies engaged
 - 13 programs conducted and evaluated
 - Comparison analyses for overall cohort, individual grantees

WNYWW Results, con't.

- **Additional dollars leveraged:**
 - ~ \$700,000 of private funding
 - ~ \$20,000 additional grant funding – *WNYWW Regional Resource Center*
- **Confidence in a state-wide expansion of a partnership and evaluation model**
 - Effective partnerships
- **Data provided to Senator Rath**
 - Updates
 - Generation of fact sheets

Policy Analysis

Methods:

- Review of NYS Legislature and Westlaw databases to identify laws and bills related to worksite wellness
- Keywords *wellness, worksite health, occupational health, and occupational wellness*

Search Results:

- 15 references to *wellness* in the Consolidated Laws of New York Annotated (McKinney's)
- 4 references were on point as statutes specific to worksite wellness
- 13 NYS Senate and Assembly bills specific to worksite wellness

Results - Statutory Analysis

Title	Reference	Description	Date Effective
Public health council; powers and duties; sanitary code	N.Y. Pub. Health Law § 225 (2007).	Requires the public health council to report to the governor and legislature by March 31, 1993 regarding the efficacy of developing wellness incentives that could be used to allow premium reductions. The council shall consider the effects of wellness incentives on the individual and small group health insurance markets on the health status of the population as a whole.	September 13, 2007 (law last amended)
New York Wellness Works	N.Y. Pub. Health Law § 2799 (o-r) (2007).	NYWW program is established as a partnership between the state and employers to encourage health screening, education and incentives tailored to employee's specific needs to help promote health and prevent disease.	April 1, 2007
New York Wellness Works	NYS Health and Mental Hygiene Budget Act, Chapter 54 of the Laws of New York (2007)	Appropriation of \$2 M of funding for the NYWW project	April 9, 2007
Health care and wellness education and outreach program	N.Y. Pub. Health Law § 207 (2007).	Establishes a health care and wellness education program within the NYS Dept. of Health	August 1, 2007

NYWW – Overview

N.Y. Pub. Health Law § 2799 (o) (2007).

- NYS Dept. of Health to offer grants to employers for health promotion/wellness initiatives
 - HRAs
 - Health screening and education
 - Changes to the work environment
 - Policy changes at the worksite

NYWW – Advisory Panel

N.Y. Pub. Health Law § 2799 (p) (2007).

- State-wide Advisory Panel Members
 - Representative of the School of Public Health and Health Professions, University at Buffalo
 - Employers
 - Physicians
 - Other health care providers
 - Other professionals with expertise in workplace health and wellness

NYWW – Program Evaluation

N.Y. Pub. Health Law § 2799 (r) (2007).

- Program evaluation requirements
 - Program outcomes
 - Health and cost benefits
- Evaluation report
 - February 1, 2009
 - Submitted to the governor, temporary president of the senate, speaker of the assembly and the SPHHP at the University at Buffalo.
- Statewide Conference
 - May 1, 2009
 - Research findings
 - Sharing of best practices among employers

Results - Current NYS Bills

Bill No.	Sponsor	Description	Status as of 1/9/2008
A2357/ S204	Schimminger / Larkin	Authorizes health insurers to provide actuarially appropriate reductions in health insurance premiums for participation in a wellness program	Referred to Insurance
A4280A / S2595A	Gianaris / Smith	Providing an occupational wellness income tax credit for businesses	Referred to Ways and Means / Referred to Investigations and Gov't Operations
S4675	Hannon	Requires health insurance policies to provide coverage for health promotion programs, preventive exams and consultations	Referred to Insurance
S40A	DeFrancisco	Provides for the promotion of on-the-job wellness policies for public and private employees	Referred to Health
A4316 / S2433	Gianaris / Smith	Establishes a task force on occupational wellness	Referred to Health
A6103 / S3302	Sayward / Little	Provides for the sale, availability and distribution of healthy foods and beverages as part of a school lunch program	Referred to Education
A7086A / S4169A	Galef / Lavelle	Provides for the sale, availability and distribution of healthy foods and beverages on school property and at school sponsored functions	Referred to Education
A5917	Galef	Enacts the "public employee wellness act"	Enactment clause stricken

In Summary

- **Regional research projects / demonstration projects**
 - Data driven policy development
 - Leveraging of public and private funding
- **Growing acceptance for worksite wellness initiatives**
 - Scientific methodologies
 - Regionally tested projects
- **Collaborative relationships between parties are beneficial**
 - Government, business and academia