Getting Back to Basics to Support Employee Health and Wellbeing

BASIC REMINDERS FOR EMPLOYEES AND THEIR FAMILIES

CCHI
Community Coalitions
Health Institute

1 Prevent the spread of illness

- Stay home when you are sick
- Wash hands often with soap and hot water and/or use sanitizer
- Social distance
- Cover coughs and sneezes
- Disinfect workspaces

SHARE WITH EMPLOYEES!

This infographic is available as a flyer and poster in English and Spanish HERE

2 Have a primary care doctor or clinic

- Contact your primary care clinic first with health questions
- Check to see that your clinic can serve as the source for all your medical records
- Ask if preventive care reminders will be sent to you
- Ask for help coordinating care with your other doctors
- Ask about free and low-cost community resources to support health, food, housing and other basic needs, if needed

3 Use mental health/ substance use resources

- Talk to your primary care doctor about all mental health concerns (e.g., serious mental illness, depression, anxiety, substance use disorder...)
- Don't wait for a crisis to access care
- Know that our organization is a safe "no judgment zone" for mental health issues
- Review mental health benefits to learn how to get care and what is covered
- Access clinic and community resources available at low or no cost

4 Prevent and care for chronic conditions

- Stay up-to-date with checkups and screenings
- Stay current with all immunizations (including flu and COVID-19)
- Follow care and medication guidelines if you have a chronic condition such as diabetes or heart disease
- Eat healthy foods
- Exercise at least 150 minutes a week
- Get 7–9 hours of sleep each night

  See preventive care guidelines at healthcare.gov

5 Use emergency care carefully

- Know the signs of serious conditions like stroke, heart attack, or suicide risk
- Call 9-1-1 for health emergency
- Call the 9-8-8 Suicide and Crisis Lifeline for mental health emergency
- Use a clinic or urgent care center, not the hospital emergency department, for things like ear infections, sore throats, or low back pain

DID YOU KNOW?

The average cost of treating 10 common primary care treatable conditions at a hospital emergency department is 12 times higher than at a doctor's office. Get the care you need in the right setting at the right cost.

Average Cost for Primary Care Treatable Conditions, 2018

$2,032	$193	$167
Hospital ED	Urgent Care	Physician Office

Actionable ideas for employers on side 2 ▶
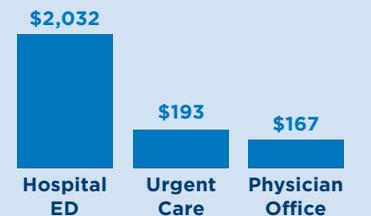
Remove Cost and Access Barriers, Promote Total Person Health, Confront Disparities

BASIC REMINDERS FOR PLAN SPONSORS

CCHI
Community Coalitions Health Institute

1 Address communicable disease prevention

- Socialize policies for worksite prevention.
- Communicate the importance of vaccinations in preventing communicable diseases.
- Train employee leaders within vaccine-averse communities to educate their peers.
- Facilitate access to vaccines and early treatment when communicable disease outbreaks occur.
- Conduct routine checks to ensure proper indoor ventilation; confirm deep-cleaning practices of custodial services.

2 Assess and improve access to and use of primary care/advanced primary care

- Steer employees to high-quality primary care and centers of excellence.
- Promote total person health, advanced primary care, and biometric screenings.
- Ensure health benefits and point solutions are integrated.
- Encourage high-value care such as preventive visits, screenings, routine care for chronic conditions, vaccinations, and mental health support.
- Ensure health plans and other vendors are screening for social needs.

3 Remove mental health/substance use barriers and stigma

- Understand employee population risks and ensure in-network access and access to low- or no-cost mental health prescription drugs.
- Provide ongoing mental health and SUD education to support an inclusive environment where everyone feels safe asking for help.
- Ensure plans are in compliance with the Mental Health Parity and Addiction Equity Act.
- Train supervisors, managers, and wellbeing champions to check in on employee mental health.
- Include coverage for the Collaborative Care Model (CoCM) and offer 24/7 tele-mental health.

4 Promote prevention of and treatment for chronic conditions

- Examine data to ensure your population gets the care they need to stay as healthy as possible.
- Provide low- or no-cost access to care and prescription drugs/devices for chronic conditions.
- Incentivize prevention and routine care for chronic conditions.
- Stress the importance of early intervention and ongoing, coordinated care for chronic conditions.
- Offer flexible programs that support workers with chronic conditions.

5 Support advanced and critical care access

- Educate employees about warning signs of serious medical conditions such as stroke and heart attack.
- Ensure benefits remove cost and access barriers for emergency care.
- Educate about appropriate use of the hospital emergency department, urgent care centers, clinics, ambulatory centers, and other facilities.
- Provide 24/7 telehealth services.
- Promote the 988 Suicide and Crisis Lifeline.

LATE 2022 COVID-19 UPDATES

- Updated COVID-19 booster vaccine
- Catch-up vaccines
- October 2022 Long COVID study
- Minimizing impact in the workplace

"Heart attacks, strokes and many late-stage cancers are prevention and detection failures. There is a 5–15-year window to prevent and reverse their course. Widespread communicable disease outbreaks can also be mitigated with proper prevention and intervention. Employers play a key role in empowering employees and their family members to win the 'Game of Health' by getting back to basics."

—Scott Conard, MD, Founding Partner of Converging Health

The National Alliance offers an array of no-cost Action Briefs, webinars, videos, and reports to support employers/purchasers. Visit nationalalliancehealth.org to learn more.

National Alliance of Healthcare Purchaser Coalitions and CCHI | 1015 18th Street, NW, Suite 705 Washington, DC 20036 | (202) 775-9300 | nationalalliancehealth.org | twitter.com/ntlalliancehlth | linkedin.com/company/national-alliance/

12/22