

Grinnell Regional Medical Center's Wellness Journey

We're here for you when you need us.



Goal of the Program

Encourage employee and families to change their health and well-being by focusing on behaviors that directly impact their health and they have control over.

How We Got Started?

Wellness Committee

Incentive Programs

Prize Drawings

Flex Spending Account Dollars

Reduced Health Care Premiums

Focus of each year is to increase the “link” between health care behavior and health care cost. We have “raised the bar” each year.

2010: A Year of Change

Education on meaning of “self-insured”

2 Insurance Products

- I Choose Health Option
- Non- I Choose Health Option

Spouses Included for first time.

Insurance Changes

- Premiums remain the same for both plans.
- Co-Pays double (\$25/\$50)
- Deductibles double (\$1500/\$3000)
- Prevention paid at 100% for both plans
- Children follow parent if one parent participated.

I Choose Health Program

Employee Components:

Annual Physical

Annual Dental Exam

Annual Blood work

Annual On-line HRA

Annual Hemocult Test (for those over age 50)

Tobacco Free or Quit line Iowa Completed

Exercise Log- 120 documented sessions

Heart math Levels One and Two Completed

I Choose Health Program

Spouse Components:

Annual Physical

Annual Dental Exam

Annual Blood work

Annual On-line HRA

Annual Hemocult Test (for those over age 50)

Tobacco Free or Quit line Iowa Completed

Exercise Log- 120 documented sessions

Looking Towards the Future

2011: Adult Dependent Children 19-26

Dependent (children's) Wellness

- Obesity Prevention
- Well-Child

Strengthening of Nutrition Components

Continued Focus on Stress Management-
foundation of behavior change and adherence.

Care Management/Health Coach

Outcomes

2010- 1.6% rise in health care cost. Well below industry trends

2007-2010- Only 12% increase for four year trend.

2010- decrease in use of prescription medication. Our top prescription usage (9/10) is for anxiety and depression treatment.

Anecdotal Stories

-Mr. T- Spouse with Multiple Sclerosis. Self reported as very inactive. Exercise Log inspired him to just begin a 15 minute a day walking program. Lost 55 pounds over 9 months. “This was the best thing I have ever done- I feel better than I have felt in 15 years”

- 6 employees decided to cease tobacco use when required to participate in the Quit line Iowa program for their tobacco requirement.