

GPBCH Healthy Employer Recognition Program

Comprehensive workplace wellness programs offer employers an opportunity to improve the health of their workforce while improving worker engagement, satisfaction, productivity, and retention and decreasing healthcare costs. The Greater Philadelphia Business Coalition on Health's (GPBCH) Healthy Employer Recognition Program has been developed in partnership with the Philadelphia Department of Public Health's Get Healthy Philly initiative, to support employers' efforts to improve employee health.



The recognition program has been designed to align with other self-reported program recognitions available through the American Heart Association, the American Diabetes Association, and the CEO Gold Standard for Cancer, although each of these programs has unique metrics. An overview of these programs is included as an Appendix to this document. Because many employers are not yet ready to commit to the full certification process involved with these other programs, the GPBCH Healthy Employer Recognition Program is designed to help employers self-assess and then track progress toward implementing comprehensive programs. The program also has been designed to enable tracking of overall support of the Greater Philadelphia business community toward creating a healthier public.

The Recognition Program has four components selected by the Coalition's Health & Well-being Interest Group as representing a company-wide commitment to health:

- Commitment to building a healthy workforce
- Commitment to supporting people with chronic conditions
- Commitment to building a healthy community
- Commitment to fostering healthcare quality and safety

Employers who choose to participate in the Recognition Program will sign an initial pledge of participation enabling them to identify as Recognition Program participants who have committed to work toward at least bronze level recognition in all categories. Employers who achieve the Gold level in each recognition category will earn Platinum status. The Philadelphia Department of Public Health's Get Healthy Philly program and GPBCH will provide technical assistance to program participants as they work toward recognition.

Application Process and Cost: For GPBCH employer members, there is no cost to apply for recognition and to obtain technical assistance throughout the application process. The application cost of \$500 for non-members will help defray the costs of administering the program for those applicants.

Upon receipt of an employer's application, the project team composed of GPBCH and Get Healthy Philly staff will conduct an initial review of the application and accompanying documentation and confirm the applicant's self-assessed score on each of the four assessed dimensions. Any questions about the application will be referred back to the applicant. A final score and recognition level on each of the four dimensions will be assigned by the project team, within one month of application, as follows:

- At least 60% of dimension elements met: Bronze Recognition
- At least 70% of dimension elements met: Silver Recognition
- At least 80% of dimension elements met: Gold Recognition

Applicants will receive a certificate of achievement recognizing each program dimension in which they receive at least bronze status, and also will receive recognition in the GPBCH newsletter, on the GPBCH website, at the GPBCH Annual Conference and in an annual press release.

Following the initial application and review, applicants may re-apply annually, to demonstrate continued development on any of the recognition dimensions. Once achieved, recognition remains in effect for two years, unless an interim application is received. All follow-up applications will be scored using the same process as described for initial applications. When an applicant receives gold-level recognition on all four dimensions, they will receive platinum recognition, and in addition to a certificate, GPBCH will frame the certificate in honor of the achievement. Applicants attaining platinum status will need to reapply annually to confirm that they continue to achieve this level of recognition. The program staff also reserves the right to change the number of activities and/or the thresholds for recognition over time as new information becomes available on components of a comprehensive health and well-being program.

APPLICANT INFORMATION

Company: _____

Contact Person:

Name: _____

Title: _____

Address: _____

e-mail: _____

Phone: _____

CEO Name: _____

CEO Address: _____

Number of employees (unique individuals):

Full-time: _____

Part-time: _____

Work force Demographics (estimates are acceptable):

% Male: _____

% Female: _____

Average Age: _____

Race/Ethnicity:

% Asian _____

% Black/African American _____

% Hispanic or Latino _____

% White _____

% Other _____

___ Check if data not available

Number of employees with health benefits: _____

Number of covered lives (employees/dependents): _____

Health benefits are: ___ Self-funded ___ Fully-insured

Mean per employee per year (pepy) medical claims cost in dollars: _____ ___ don't know

Mean per employee per year (pepy) pharmacy claims cost in dollars: _____ ___ don't know

INSTRUCTIONS: Check those items that are fully met by your organization. For organizations with multiple sites, respond for the site with the largest number of employees. For select items, attach appropriate documentation as requested. If you feel that an item is not applicable write “N/A” and provide a note of explanation. You are welcome to provide any notes at the end of the application regarding items that are partially met or that you feel are not applicable to your organization.

Questions about the application can be submitted via e-mail to Eric Croft, Director of Operations, GPBCH (ecroft@gpbch.org).

COMMITMENT TO BUILDING A HEALTHY WORKFORCE

Organizational Infrastructure

- ☐ Senior leadership communicates to staff about improving health and well-being, participates in wellness program activities, and encourages all levels of management to participate
- ☐ Organization has a written health and wellness strategic plan that includes specific, measurable goals and objectives
- ☐ Organization tracks progress toward the goals and objectives of its health and wellness strategic plan
- ☐ Organization has an internal paid health promotion/wellness coordinator on staff (at least .5 FTE)
- ☐ Organization has a dedicated employee committee on wellness
- ☐ Organization publicly recognizes employees for healthy actions or health-related achievements (quitting smoking, completing a 5K for the first time, etc.)
- ☐ Organization has a mechanism for measuring the employed population’s obesity rate
- ☐ Organization measures health-related absenteeism (e.g. sick days, unscheduled PTO days, health risk assessments or other survey-based approaches)
- ☐ Organization measures health-related presenteeism (e.g. plant or unit production, or health risk assessments or other survey-based approaches)
- ☐ Organization solicits employee feedback on wellness program through a structured mechanism such as an annual survey

Promotion of Healthy Eating

- ☐ Organization’s health benefits cover registered dietician and/or nutritionist services
- ☐ Organization offers individualized health coaching to all benefits-eligible employees
- ☐ Organization has a policy to offer healthier options in vending machines
- ☐ Organization has a policy to offer healthier choices in all on-site food venues (cafeterias, food carts, snack bars, cafes, catered events, etc.)

- ☐ Organization has a healthy meetings policy covering meetings and catered events **[ATTACH DOCUMENTATION IF YOU CHECK THIS ITEM]**
- ☐ Organization has eliminated or has a plan to eliminate sugar-sweetened beverages in the worksite
- ☐ Organization posts nutrition information about calories for foods sold onsite
- ☐ Organization posts other nutrition information for foods sold onsite, such as sodium, added sugars, saturated fat and trans fat information

Promotion of Physical Activity

- ☐ Organization offers onsite physical activity classes or programs
- ☐ Organization offers physical activity options for workers with disabilities
- ☐ Organization offers and promotes the use of recreation/fitness facilities or gym/health club memberships that are either onsite/free or offsite/with membership reimbursed or discounted
- ☐ Managers allow employees flex time during the day for physical activity
- ☐ Organization offers a track or suggested walking trails or routes with maps
- ☐ Organization offers group-focused physical activity opportunities (e.g. walking group, running group, cycling group, etc.)
- ☐ Organization has bicycle racks within 1 block of location
- ☐ Organization ensures that stairwells are safe, well-lit, and accessible, and has point of decision signage encouraging stair use
- ☐ Organization has showers and changing facilities accessible to employees
- ☐ Organization offers financial incentives for public transportation use that exceed those for driving
- ☐ Organization offers financial incentives for employees who commute by walking or bicycling
- ☐ Managers encourage walking meetings and/or movement breaks during meetings
- ☐ Organization offers employees standing desks or active workstations

Other Health Promotion Resources and Activities

- ☐ Organization has a tobacco-free policy that bans the use and sales of all tobacco products (including e-cigarettes) within enclosed areas of company property **[ATTACH DOCUMENTATION IF YOU CHECK THIS ITEM]**
- ☐ Organization has a tobacco-free policy that bans the use and sales of all tobacco products (including e-cigarettes) anywhere on company grounds (includes outside areas) **[ATTACH DOCUMENTATION IF YOU CHECK THIS ITEM]**
- ☐ Organization's health benefits cover all FDA approved tobacco cessation products without prior authorization or cost sharing and include at least 90 days of treatment
- ☐ Organization's health benefits cover smoking cessation counseling
- ☐ Organization provides health screenings for employees with referrals to clinicians for follow-up care when appropriate
- ☐ Organization offers coverage of the Diabetes Prevention Program for all eligible employees and family members
- ☐ Organization has a written policy supporting lactation in the workplace, and has a designated private room (other than a bathroom) for breastfeeding or pumping
- ☐ Organization provides flexible break times to allow mothers to pump breast milk
- ☐ Organization offers paid maternity/paternity leave
- ☐ Organization has an employee assistance program
- ☐ Organization makes educational materials available on stress and depression
- ☐ Organization offers Mental Health First Aid training

SCORE: _____/43

Bronze Level:	26 items checked
Silver:	31 items checked
Gold:	36 items checked

COMMITMENT TO SUPPORTING PEOPLE WITH CHRONIC CONDITIONS

- ☐ Organization makes diabetes drugs and testing supplies available to employees with diabetes with zero co-pay (value-based insurance design)
- ☐ Organization makes case management, coaching, and/or disease management services available to employees with diabetes
- ☐ Organization makes case management, coaching, and/or disease management services available to employees with cardiovascular disease including hypertension
- ☐ Organization makes case management, coaching, and/or disease management services available to employees with chronic obstructive pulmonary disease
- ☐ Organization measures medication adherence for diabetes drugs
- ☐ Organization measures medication adherence for at least one other chronic condition (e.g. hypertension, asthma)
- ☐ Organization has a program in place to support people with mental health conditions
- ☐ Organization offers coverage for treatment of alcoholism
- ☐ Organization offer coverage for treatment of addiction
- ☐ Organization works with insurance to implement prior authorization or quantity limits to help address the risks of opioid treatment
- ☐ Organization has identified its top five most prevalent chronic conditions and has a management program or plan in place for each

SCORE: _____/11

Bronze Level:	7 items checked
Silver:	8 items checked
Gold:	9 items checked

COMMITMENT TO BUILDING A HEALTHY COMMUNITY

- ☐ Leadership encourages staff to support healthy activities in the community where their business is located or impacts e.g., sponsoring programming or resources for nutrition and physical activity, allowing staff to volunteer in certain programs (for example, walking school bus in PA is supported by business volunteers), hosting nearby farmers' markets, etc.
- ☐ Organization has "health" specified as one of the goals or categories of its corporate giving program **[ATTACH DOCUMENTATION IF YOU CHECK THIS ITEM]**
- ☐ Organization participates in United Way, Community Health Charities, or another program that allows employees to donate a portion of pre-tax earnings to community charities
- ☐ Organization representatives participate on the Boards or planning committees of community based non-profit organizations
- ☐ Organization has a policy of paying workers at least \$15/hour
- ☐ Organization has developed strategies to encourage local hiring
- ☐ Organization offers paid internships or apprenticeships to local community residents
- ☐ Organization has developed strategies to increase the diversity of its leadership and management structure
- ☐ Organization offers paid sick time

SCORE: _____/9

Bronze Level:	6 items checked
Silver:	7 items checked
Gold:	8 items checked

COMMITMENT TO FOSTERING HEALTHCARE QUALITY AND SAFETY

- ☐ Organization provides information to the workforce on the Leapfrog Hospital Survey and/or Leapfrog Hospital Safety Grade **[ATTACH DOCUMENTATION IF YOU CHECK THIS ITEM]**
- ☐ Organization offers its employees access to a price and quality transparency tool (directly, through a transparency vendor, or through the TPA/health plan)
- ☐ Organization has developed a strategy to steer employees to providers who deliver higher-quality care (e.g. incentives, centers of excellence)
- ☐ Organization provides information to the workforce on the Choosing Wisely campaign
- ☐ Organization provides information to the workforce on antibiotic resistance and appropriate use of antibiotics
- ☐ Organization provides information to the workforce on risks of opioid medications and guidelines for safe prescription and use
- ☐ Organization provides information to the workforce on radiation exposure and appropriate use of radiologic testing
- ☐ Organization engages in discussions with health plans regarding importance of healthcare quality and safety and has reviewed health plan information and data related to how provider performance is measured and payment is linked to performance
- ☐ Organization promotes primary care by educating employees on importance of selecting a primary care provider, and measuring the proportion of employees who have had a primary care visit
- ☐ Organization has developed and implemented a plan to review age-appropriate vaccination (immunization) rates for the covered population at least annually
- ☐ Organization has developed and implemented a plan to review preventive service utilization rates for preventive services other than vaccines (e.g. mammograms, colonoscopies)

SCORE: _____/11

Bronze Level:	7 items checked
Silver:	8 items checked
Gold:	9 items checked

Write comments on any of the assessed items below or on an attached page. Email completed document(s) to Eric Croft, GPBCH Director of Operations, ecroft@gpbch.org.