Personally Controlled Health Records and Employee Health and Wellness

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* Photos courtesy of David Lansky & FACCT

Employers and Healthcare

- **Increasing healthcare cost/quality disparity for US based employees**
  - Competitiveness of US industry at stake

- Employers pay three times into the system
  - health insurance premiums for lives covered
  - corporate taxes funding the government paid HC
  - cost shifting

  Realization that we need to focus on external factors in addition to the internal ones
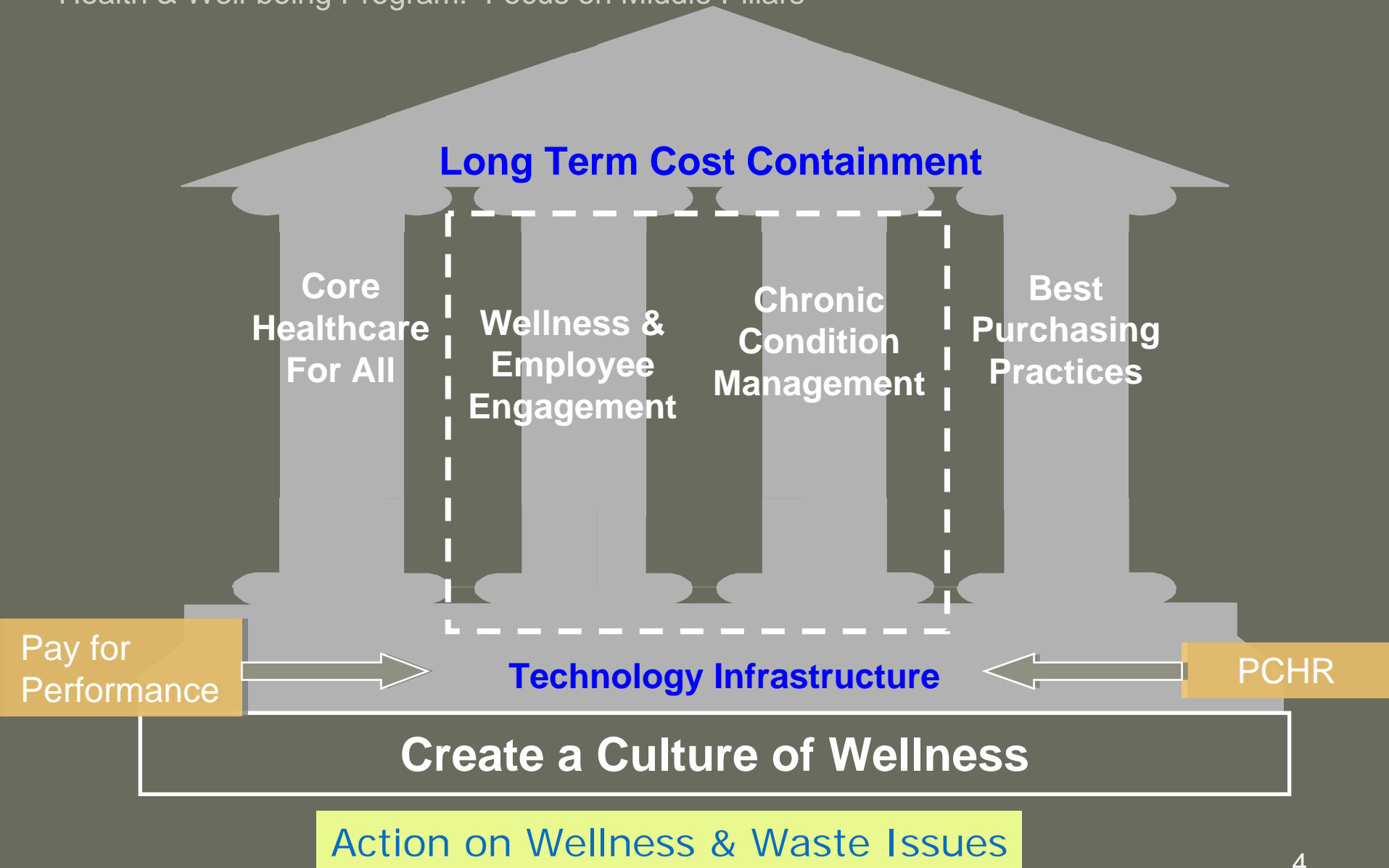   - Work with other employers to address fundamental issues

10 Year Health Care Cost Trend

Intel - Market Trend vs. Optimal Scenario
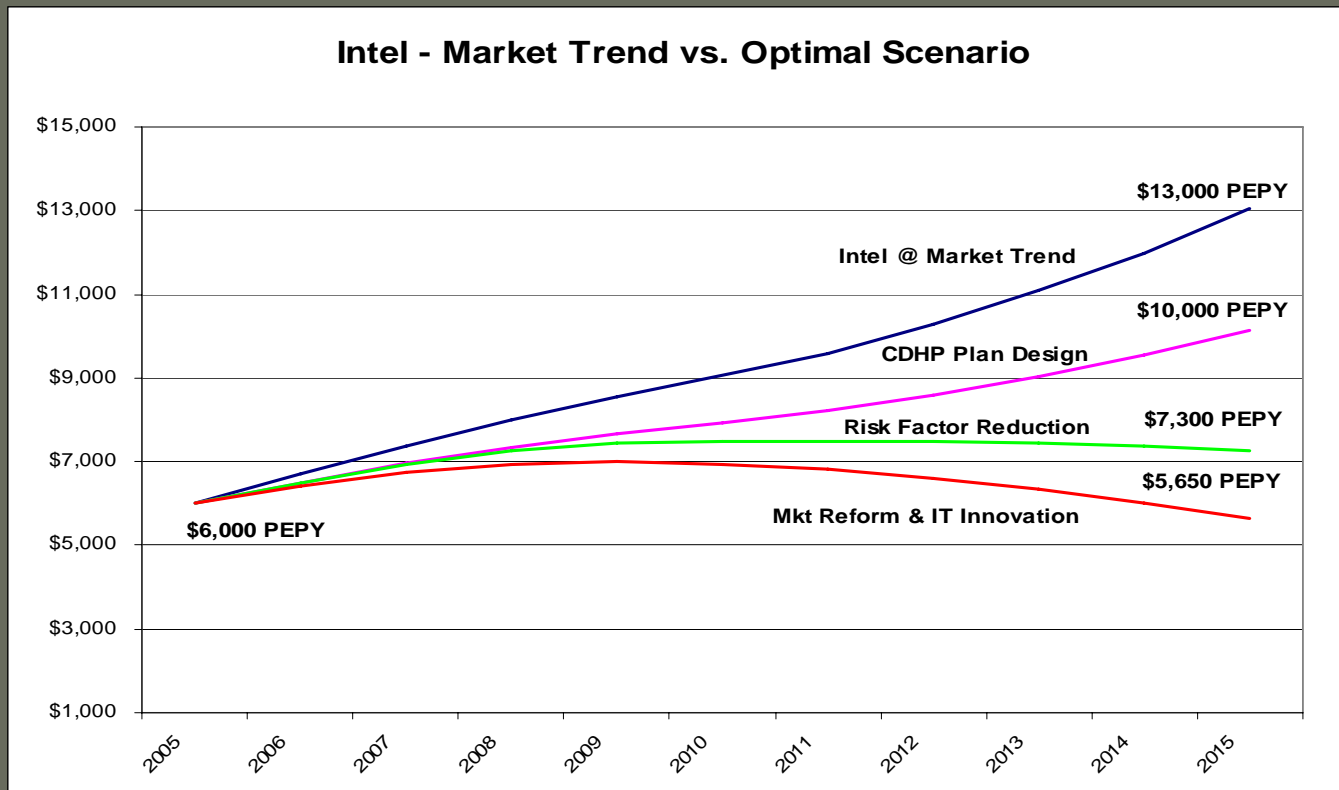
- Young population today, but getting older
- Health Risk factors on the rise
- Unhealthy behavior today that goes unchecked can become a major concern in the future
- HRA data suggests our population is unaware of their health risks

Four Pillar Health Care Strategy
Health & Well-being Program: Focus on Middle Pillars

Long Term Cost Containment

Core Healthcare For All

Wellness & Employee Engagement

Chronic Condition Management

Best Purchasing Practices

Pay for Performance

Technology Infrastructure

PCHR

Create a Culture of Wellness

Action on Wellness & Waste Issues

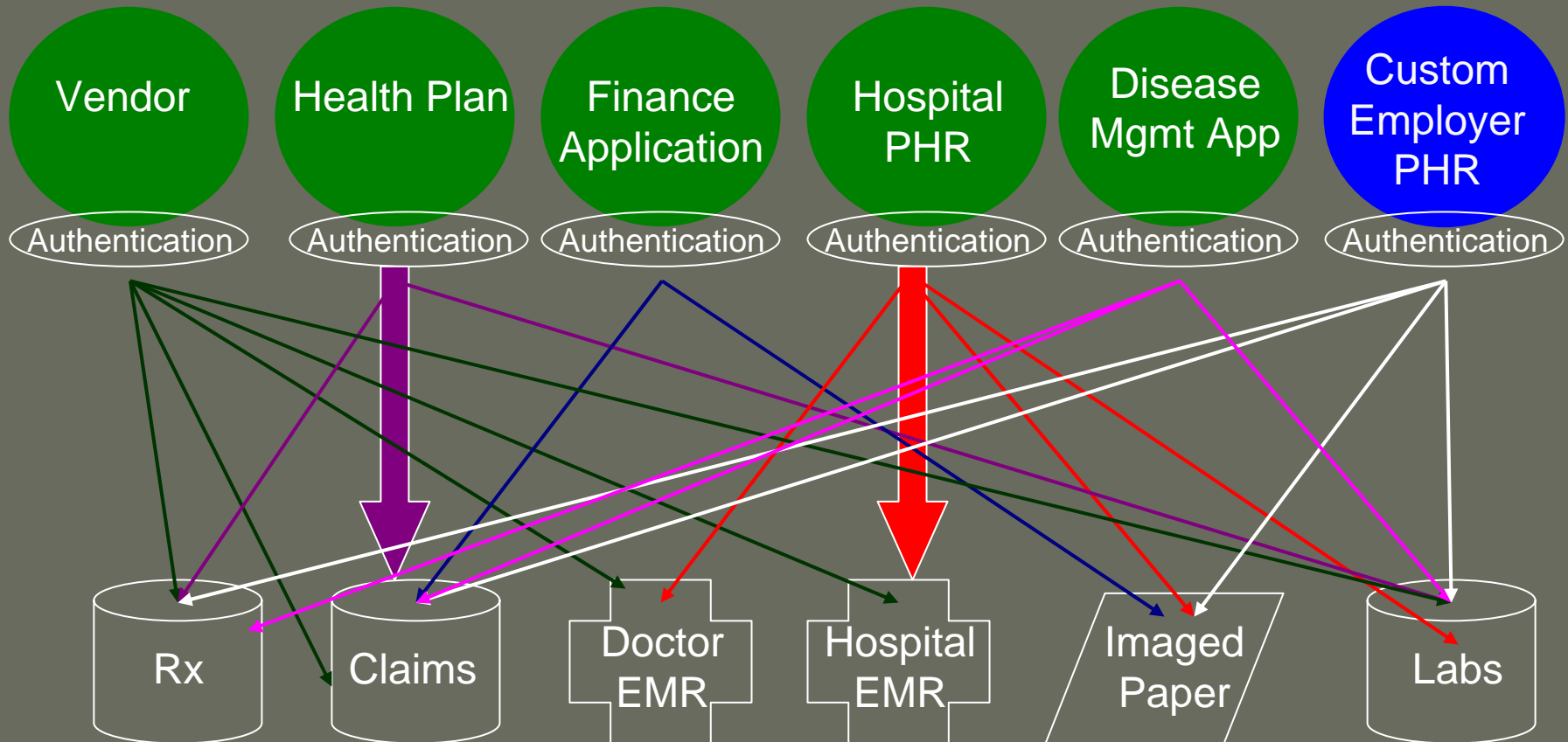# IT infrastructure to support health and wellness programs

- **Personal Health Records**
  - New area, lots of utility, new models of care, some 200+ vendors
  - Tethered systems, data not portable, patient sourced, little interoperable clinical data

- **What we really wanted?**
  - Automatic population of PHR,
  - Portability
  - transparency from providers
  - employee control and ownership of data
  - Private and secure

There are many important reasons for the adoption and promotion of PCHR…

1. Reduced medical costs through improved management of care, specially in case of chronic diseases

2. Reduced medical costs through improved compliance with prescriptions and other physician orders

3. Reduction in redundant medical services - especially when employees switch health plans, doctors, hospitals, and employers

4. Improved medical quality through reduction of medication interaction errors

5. Reduced absenteeism through digitization of a percentage of traditional physician office visits
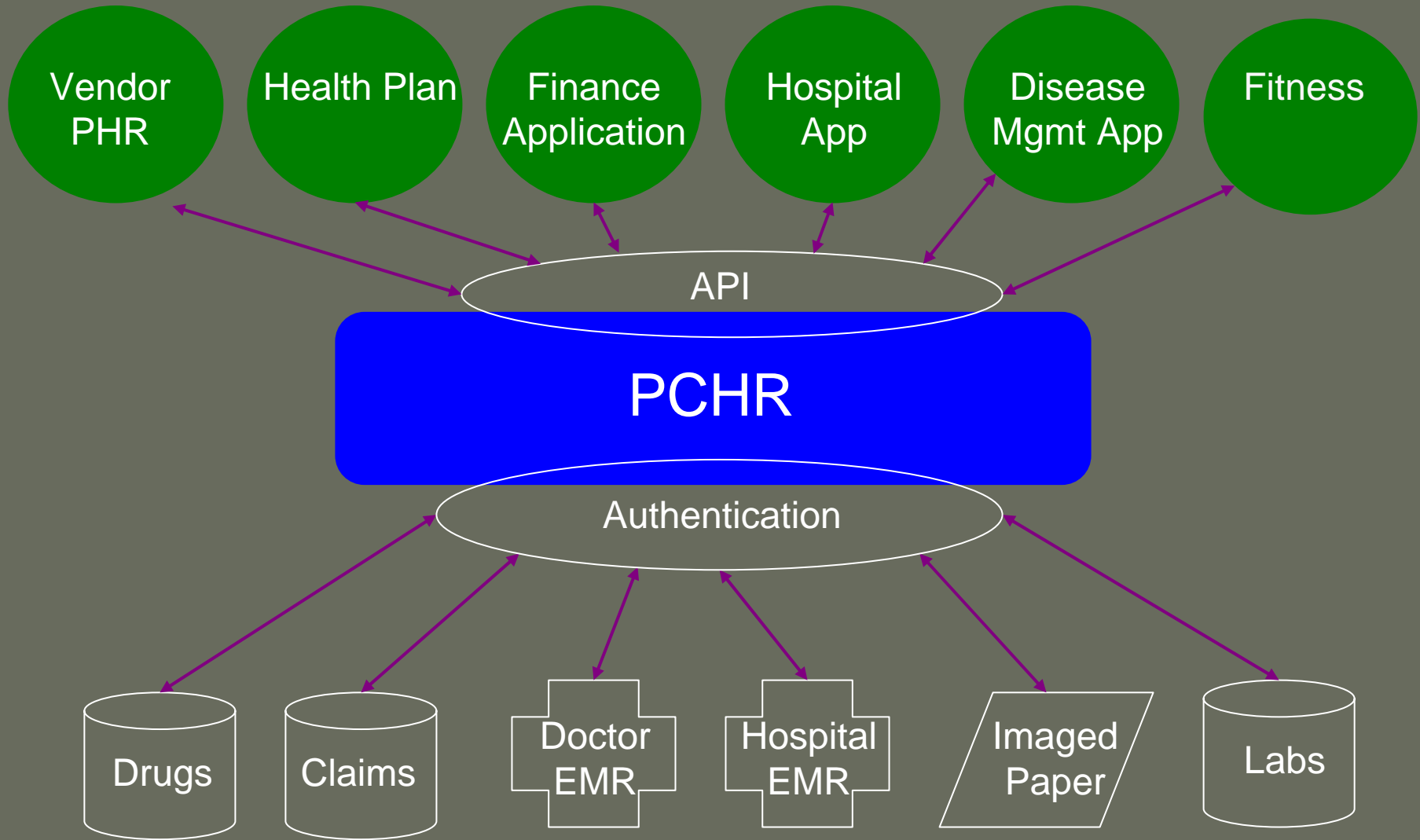
PHR industry today

200+ PHR and related applications...

Vendor · Health Plan · Finance Application · Hospital PHR · Disease Mgmt App · Custom Employer PHR

Authentication · Authentication · Authentication · Authentication · Authentication · Authentication

Rx · Claims · Doctor EMR · Hospital EMR · Imaged Paper · Labs

... x 500+ data originators

PCHR as a tool of employee wellness

Action Items

- Employers to accelerate collaborative regional and national projects on both provider and personal side of healthcare
  - Transparency, accountability and pay for performance
  - Consumer ownership and portability of health data

- Encourage computerization of providers
- Demand portability of data
- Focus on building/encouraging a common framework for PCHR