

Cleveland Clinic Health System

Cleveland Clinic Employee Wellness Program

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Program Overview

- Number of employees: 34,000

Program Goals

- Integrate wellness concepts into the culture of the Cleveland Clinic.
- Enhance the health and quality of life for employees to help them care for patients more effectively.

Program Components

- **Structural Integration:** All the departments that support employee health have been integrated into one unit. These include employee wellness, employee assistance, fitness centers, and occupational health.
- **Health Risk Assessment** and basic screening.
- **Lifestyle Management Programs:** Online health management programs for major risk areas. A toll-free smoking Quit-line with free nicotine replacement therapy.
- **Employee Assistance Program:** Face-to-face counseling.
- **Fitness Centers:** Offered on two of our campuses.
- **Tailored Programs:** Additional programming designed to meet the needs of specific organizational units.
- **Disease Management:** Nurses work with employees who have chronic and acute diseases to help them make effective use of medical care. The Clinic is self-insured and provides most of the clinical care for employees.
- **Wellness Lottery:** Prizes from a monthly lottery reward employees who complete the Health Risk Assessment.

Key Findings

- We are measuring the impact of our programs on employee health status, employee satisfaction, medical costs, and presenteeism. We plan to report these around 2010.

“Traditionally, medical care has focused on treating and curing disease. Today, we are starting to focus on wellness, and we're beginning with our own employees. There is compelling evidence to support that healthy employees have lower medical costs and higher productivity. For these reasons, we are creating an innovative, high-quality employee wellness program. This program not only meets our employees' broad health needs, but also helps us come together on the issue of wellness and bond as a team.

“We believe that improving the health of our employees and enhancing their quality of life will help them care for their patients more effectively.

“Our ultimate goal is to integrate wellness concepts into every aspect of our medical program. By focusing on preventable diseases, we are putting patients first, and building a healthier future for all.”

THE BOTTOM LINE

“Traditionally, medical care has focused on treating and curing disease. We need to focus more on keeping people healthy.”

