

Welcome to the Personal Health Assessment (PHA)

The PHA:

- Gives employees a personalized action plan and tools to improve their health.
- Identifies high-need and highly receptive individuals.
- Highlights opportunities for health behavior risk interventions.
- Provides statistics to help you develop an effective wellness plan.

Another way CDPHP helps make healthy easier!

EXPECT ACCURACY AND QUALITY FROM CDPHP

CDPHP is certified in savings measurement validity and critical outcomes report analysis by the Disease Management Purchasing Consortium International, Inc. (DMPC), ensuring accurate disease management and wellness reporting. We have also been honored by Health Industries Research Companies (HIRC) as having the best disease management program in upstate New York, for four years in a row.



A plan for life.

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Employer's Guide Implementing the PHA



A plan for life.

Opening the Doors for Positive Change

Congratulations! Partnering with CDPHP® to implement this employee health survey is the first step in developing an effective worksite wellness program.

Supporting your employees' well-being shows them they are valued and can help improve morale. Plus healthier, happier, more productive employees can have a positive impact on your company's bottom line and reduce health care costs in the long run.

The following will help guide you through implementing the PHA at your company. Your CDPHP representative will work with you to answer questions, provide the materials you need to run a successful program, and make the survey as convenient as possible.

SIX STEPS TO A SUCCESSFUL EVENT

Step 1: Reserve the date

Six-week advance notice to CDPHP is required.

Choose times and dates that work for **all** your employees.

Step 2: Select a location

Convenience is a key motivator in getting your employees to take the PHA. Set up kiosks at a convenient location for employees without Internet access, and ensure that they have privacy.

Allow employees time during work hours to take the survey (15 to 20 minutes).

Step 3: Promote the PHA

Promote the PHA as a stand-alone program or in combination with other company events. Start promoting the program to employees about three weeks in advance.

According to Hewitt Associates, **statistics show that using an incentive can increase the participation rate to as much as 80 percent**, depending on the incentive used.

Using multiple forms of communication is the best way to inform employees of the benefits of the program. CDPHP offers a variety of materials to assist you, including:

- Flyer
- PHA Tip Sheet
- Sample e-mails to send to employees
- Payroll stuffer

Display flyers in high traffic areas such as entrances, cafeterias, or locker rooms.

Many of these materials can be found on our Web site at www.cdphp.com/employers.

Step 4: Host the event

Don't forget to remind employees about the benefits of the PHA and the incentives throughout the program. E-mails, company newsletters, and support from your management team will help encourage participation.

Step 5: Review your report

One month following the end of the quarter, you can receive a Quarterly Aggregate Report* about your company's current health status and potential for future illness among your employees. These general statistics are not reported on an individual level, thereby protecting the privacy of your employees.

Based on these results, CDPHP can help you determine areas of focus for health improvement programs.

Step 6: Plan your health initiatives

CDPHP can customize a wellness plan to fit the needs of your company. On-site screenings, events, educational workshops, health coaching, and online resources are available at affordable prices, some at no cost. Topics can address a variety of health concerns such as nutrition and stress management.

Six-week notice is required to schedule and coordinate the program(s).

Thank you for partnering with CDPHP!

** To protect employees' privacy, the aggregate report will only be generated if there are 50 or more participants, and if any of the cells in the report have fewer than 12 respondents, the information will not populate in those cells.*

