



Providence Health & Services


Overview of health incentive program focused on advance care planning

Presentation to the Catholic Health Assembly


June 5, 2016

Today's speakers



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 Providence Health & Services
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Providence Health & Services: @prov_health
 Providence Institute for Human Caring: @human_caring

At-a-glance

- Founded by Sisters of Providence in 1856
- 3rd largest not-for-profit health system in the U.S.
- 83,000 caregivers (employees)
- Operates 34 hospitals, 600 physician clinics, 22 long-term care facilities, 19 hospice and home health programs, and 693 supportive housing units in 5 states
- Our health plan serves our caregivers (employees) and 513,000 other members

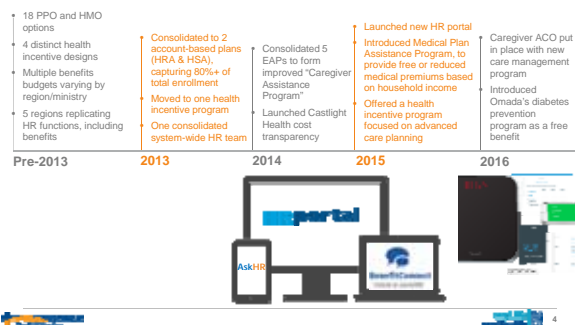




OUR CORE STRATEGY
 Creating healthier communities, together



Our benefits journey



The need to better support our caregivers' well-being ... and, it's more than just wellness

- Our Mission: We reveal God's love for all, especially the poor and vulnerable, through our compassionate service
—*This cannot be accomplished without caring for the people who are serving our patients and community*
- Survey results show health toll from heavy workload and stress
- Need to provide best-in-class benefits to attract & retain in a fiercely competitive labor market



Annual health incentive financial reward


Annual \$	HRA or HSA plan members can earn up to ...	HMO members can earn up to ...
Caregiver only	\$700	\$400
Caregiver + child(ren)	\$1,400	\$400
Caregiver + spouse	\$1,400	\$800
Caregiver + family	\$1,400	\$800

Incentive is deposited in caregiver's HRA or HSA as a lump-sum in January


Incentive is a premium credit applied twice-monthly

Our 2016 health incentive activity


Educational activity focused on advance care planning




Advance care planning is a process of communication between you, your loved ones and your health care providers




Discuss, plan and document health care preferences in case you are not able to make decisions for yourself



Caregivers can earn up to **\$1,400 annually** to offset medical expenses




Complete a short, educational activity or complete an **online health assessment and well-being journey** to earn the 2016 incentive



82% of Americans believe it's important to put medical care wishes in writing *but only* **23%** have advance care planning documents in place

27% of our own caregivers indicated having such a document in place before starting this activity



Why advance care planning as a focus for a population health activity?

- Mindfulness**, by being present and able to plan ahead for unforeseen events brings peace of mind to our caregivers and their families is good for patients, families and providers
- Family members who have planned ahead experience **lower rates of depression, guilt, stress and anxiety**
- Knowing decisions will **align with one's wishes**, minimizes conflict, and honors the individual
- Empathizing with patients** and their families helps us care for the people we serve as whole persons



Providing the Best Care Possible

"It's always too soon,
until it's too late."



Sonya Hebert / The Dallas Morning News / 12/13/08

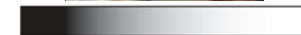
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Shared Decision Making – circa 1960



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Shared Decision Making – circa 2016



Parentalism or
Doctor Decides

Autonomy or
Family Decides

Shared Decision
Making

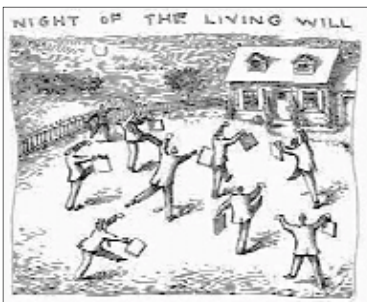
Matching individual values, preferences, & priorities
to achievable health outcomes

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“Have you and your doctor discussed any particular wishes you have...”

Medical care in last week life	Total 332	Yes	No	Adj OR	P value
ICU admission	9.3%	4.1%	12.4%	0.35	.02
Mech Vent	7.5%	1.6%	11.0%	0.26	.02
CPR performed	4.5%	0.8%	6.7%	0.16	.02
Outpt hospice ≥ 1 week	52.3%	65.6%	44.5%	1.65	.03

Wright AA, Zhang B, Block SD, Mitchell SL, Balboni T, Mack J, Prigerson HG. Associations Between End-of-Life Discussions, Patient Mental Health, Medical Care Near Death, and Caregiver Bereavement Adjustment. JAMA Oct 8, 2008, Vol 300, No 14 pp 1665-1673



"MythBusters" for advance directives

Advance directives **are not**

- Prescriptions
- Plans of care
- DNR orders
- CMO orders

Advance directives are...

A communication tool

For assisting people in clarifying their values and preferences re: health care in serious, potentially life-limiting conditions

Advance directives are...

An advocacy tool

For helping patients project caring for their family into an uncertain future

For people to assert their wishes for the care they will receive in the future

Advance directives are...

A counseling tool

For guiding family members in clarifying goals and making decisions in stressful situations



"We ask *everyone* about their preferences – especially who they would want to speak for them – and ask them to complete an advance directive."

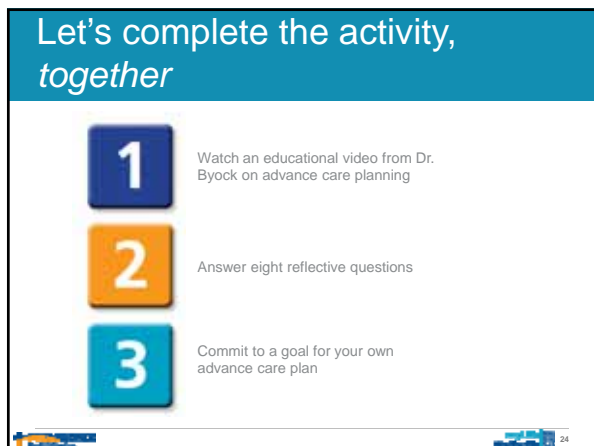


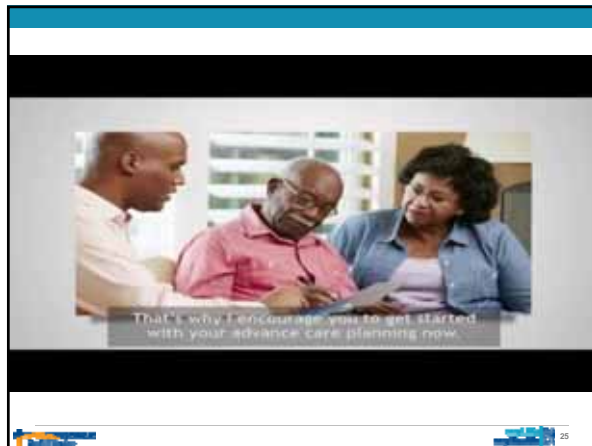
"I have an advance directive – and so does every adult in my family."

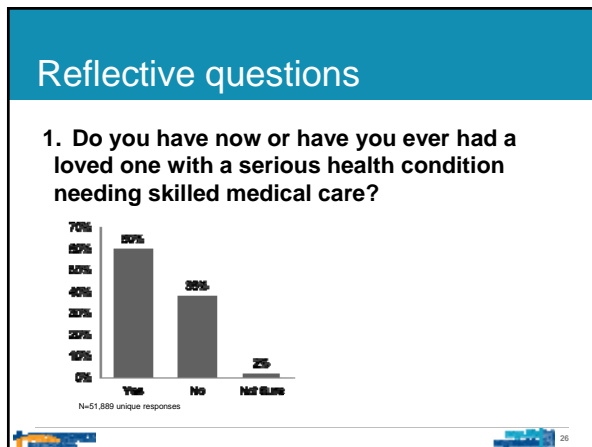


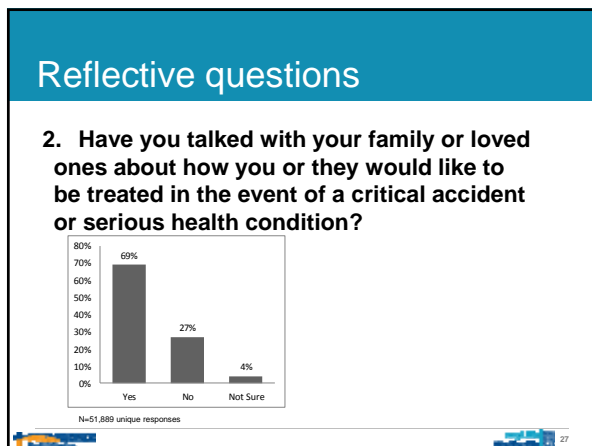


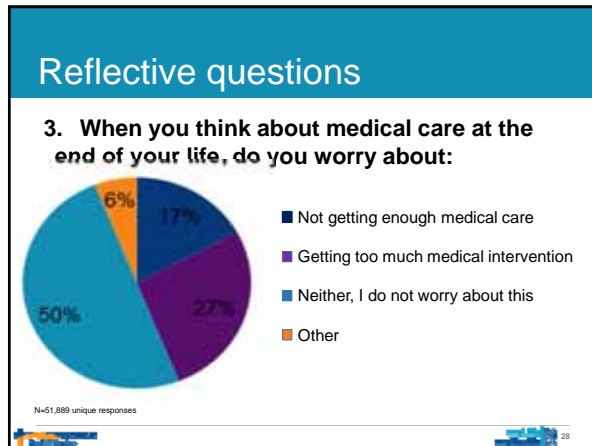


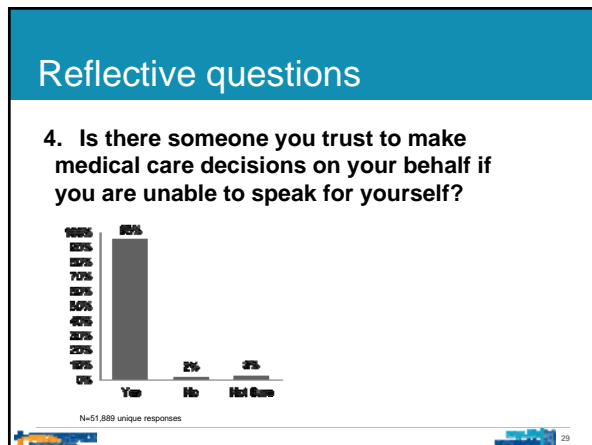


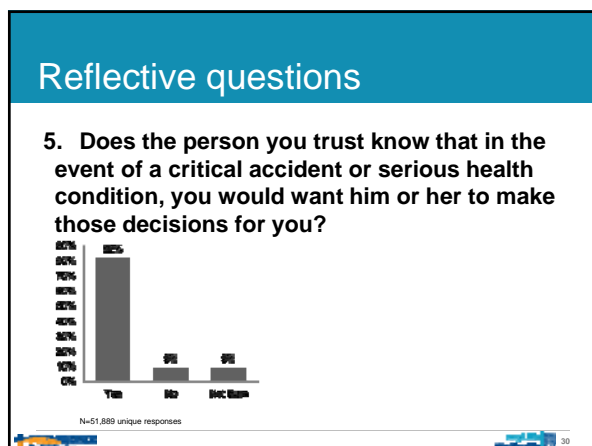


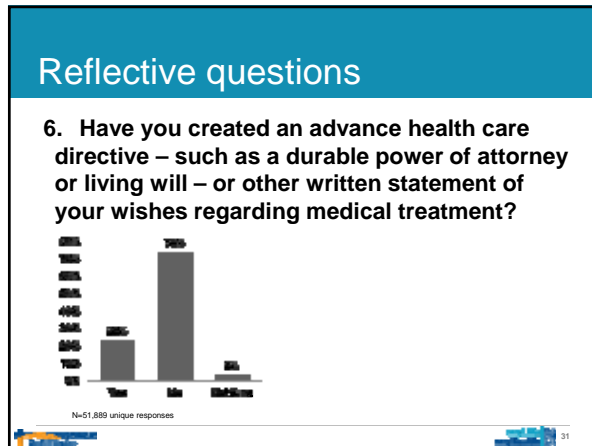


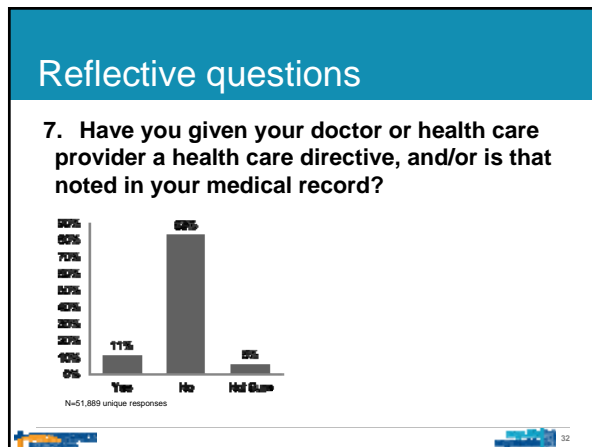


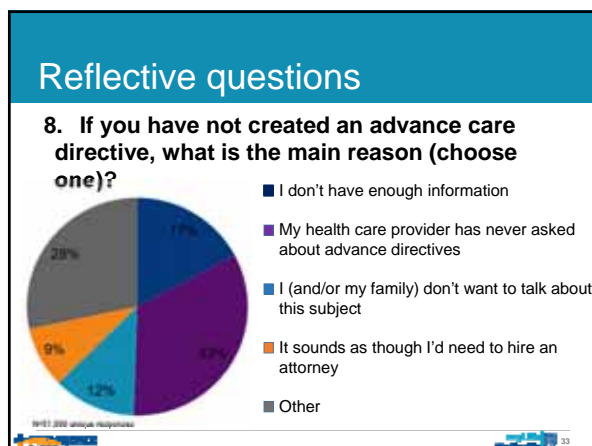


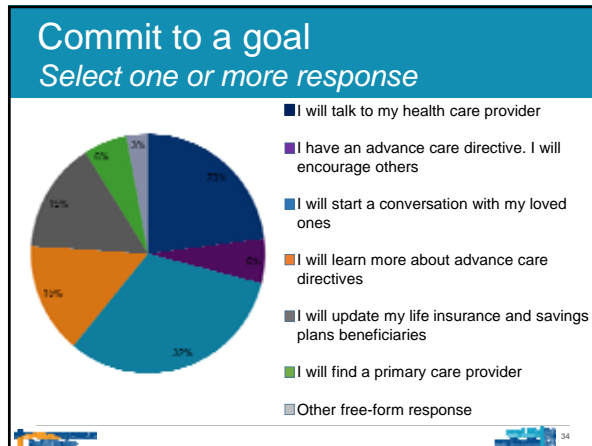


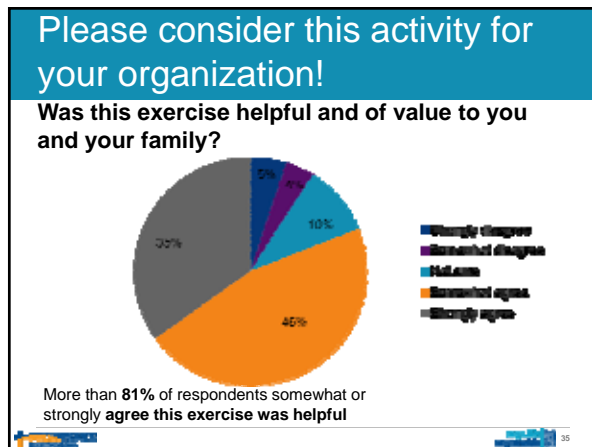


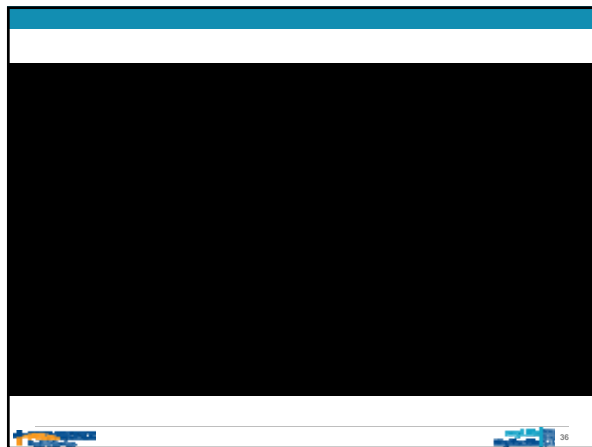












Thank you

Providence Health & Services: @prov_health

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