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Using the HPQ-Select to Move Forward on the Path Toward Integration

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Background: Defining the Problem

- Increased concern about health/wellness, productivity and safety – workforce reliability
- Potential for significant loss of knowledge and critical skills due to retirement
- Lack of standardized measures for productivity and chronic health disease that are not captured in existing databases



Research Objectives

- Conduct a cross-sectional survey of health and productivity
- Assess applicability of HPQ-Select for DOE workforce
- Review trends in health and productivity data for various age groups and major job classifications
- Compare self-report data to data collected through DOE Injury and Illness Surveillance Program (IISP)
- Compare data to industry standards, if available



“Our objective is to enhance productivity and achieve the Department’s mission goals while maintaining the highest standards of safe and secure operations at our facilities.”

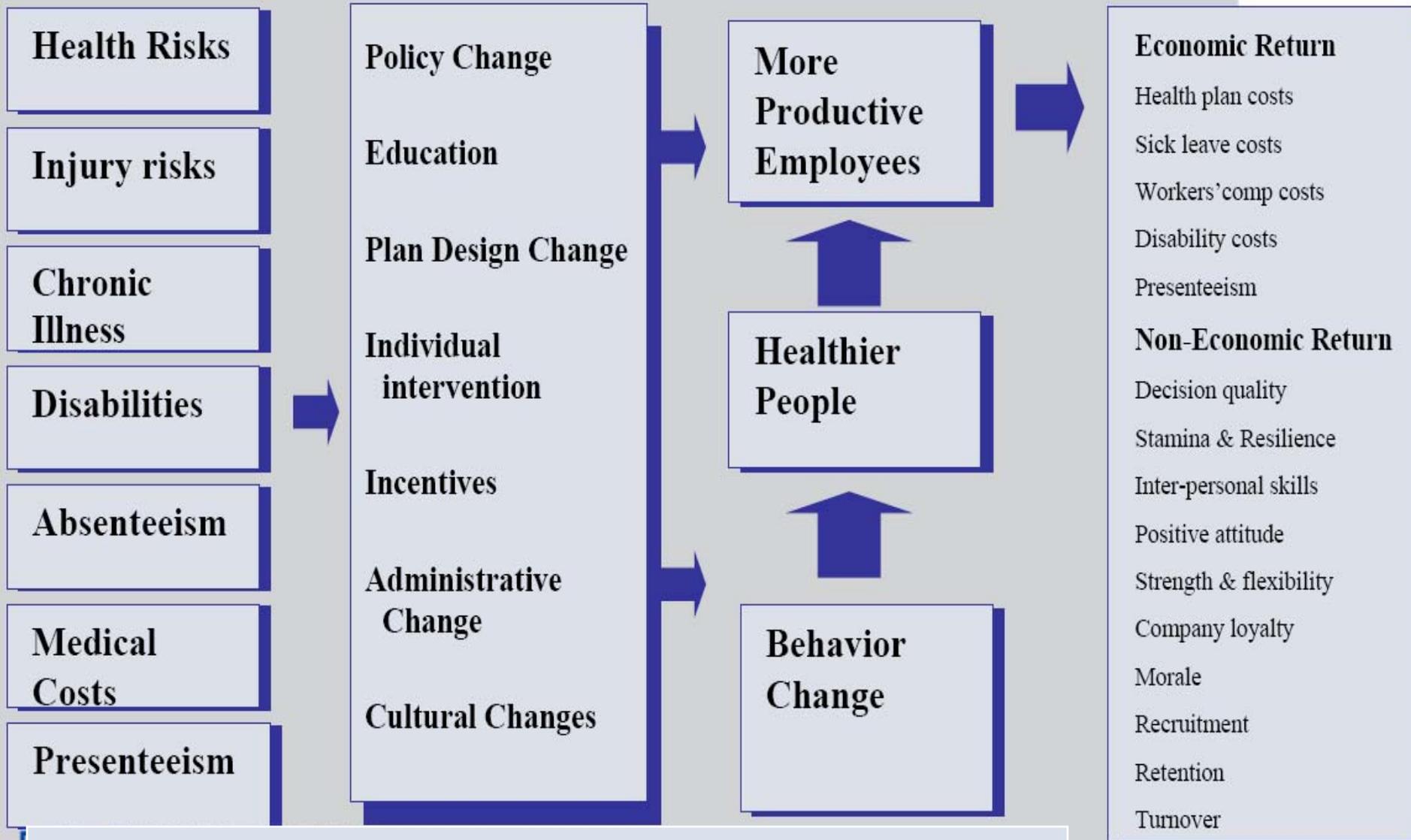
Daniel Poneman, Deputy Secretary of Energy



Direct Links to DOE

- Data supports requirements within DOE 10 CFR 851 and complements data collected through IISP
- Data relates to workforce reliability questions within DOE 350.1 (Human Capital)
- Relation to EFCOG Occupational Medicine and Human Capital
- Data can be used in response to federal government's call to implement programs & strategies that can be measured objectively to improve employee satisfaction & wellness (Orszag, 2009)

Conceptual Model of H&P Management



Summex, L. AJHP 2005 March-April; 19(4): 1-8

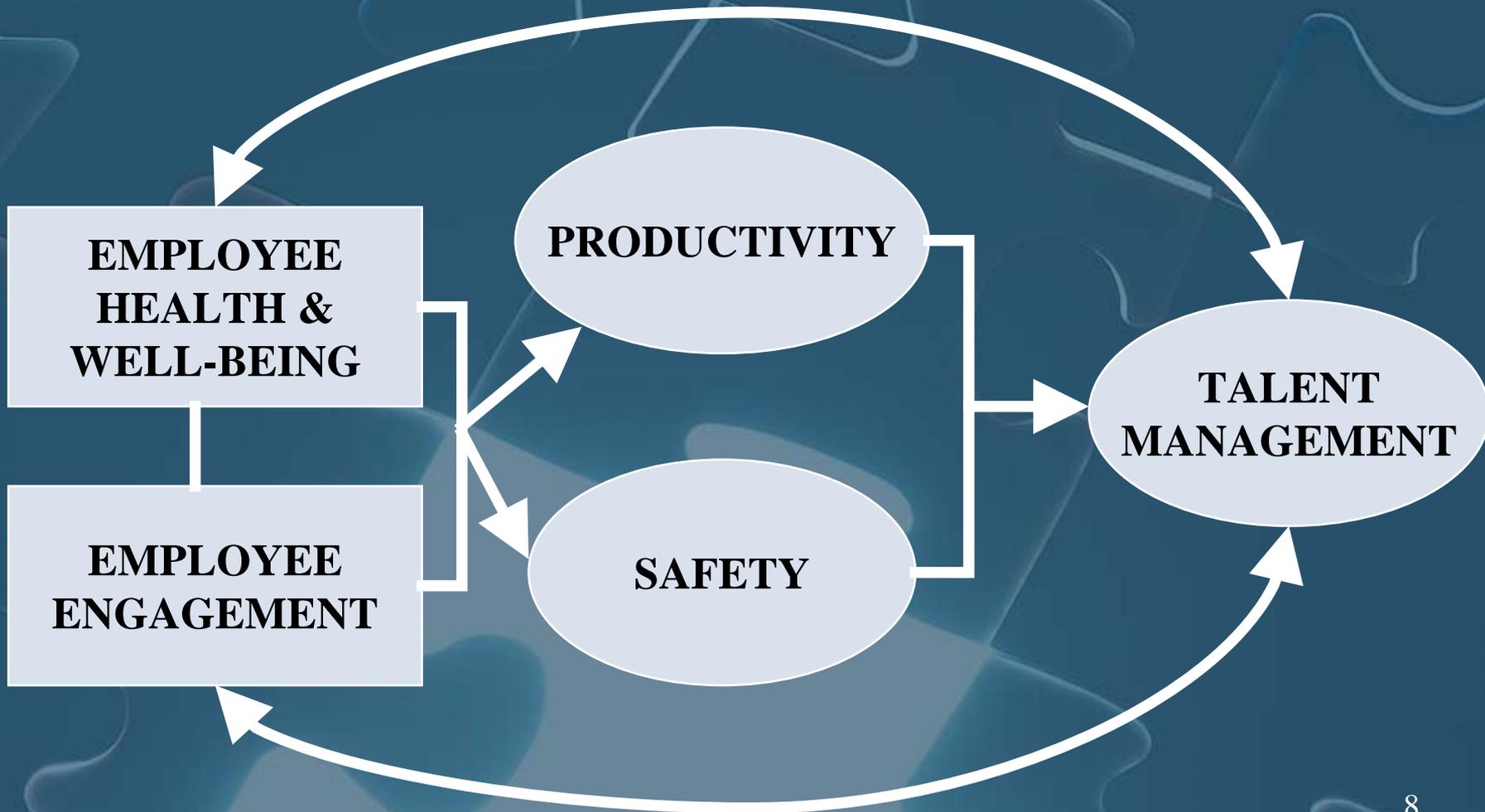


Value of Health & Productivity

- Health of workforce linked to productivity & to health of economy
- Human capital should be invested, it is not a cost to be managed
- Human capital is 80% of entire world's capital
- Executives and senior managers are not exempt!

M. Milken, October 30, 2008

Basic Logic Model





Desired Outcomes from HPM Practice

Primary Outcome

- Reduce medical &/or pharmacy costs
- Reduce health-related lost productivity
- Improve employee satisfaction
- Reduce sick/disability absence
- Reduce presenteeism

Secondary Outcome

- Reduce health-related lost productivity
- Improve employee satisfaction
- Reduce medical &/or pharmacy costs
- Reduce sick days/disability absence
- Reduce presenteeism

IBI Survey of 450 employers, 2010

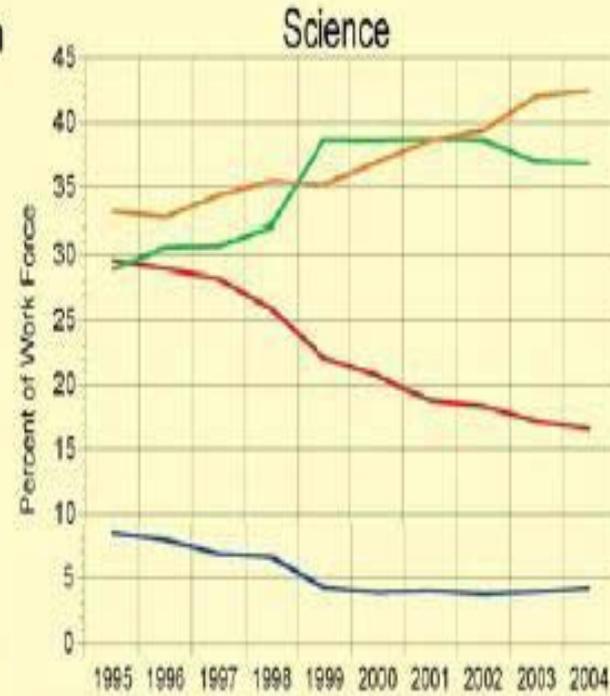
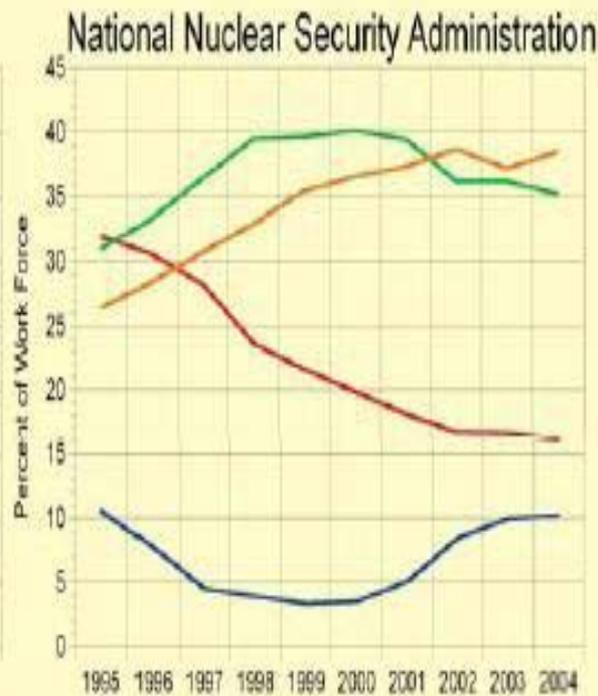
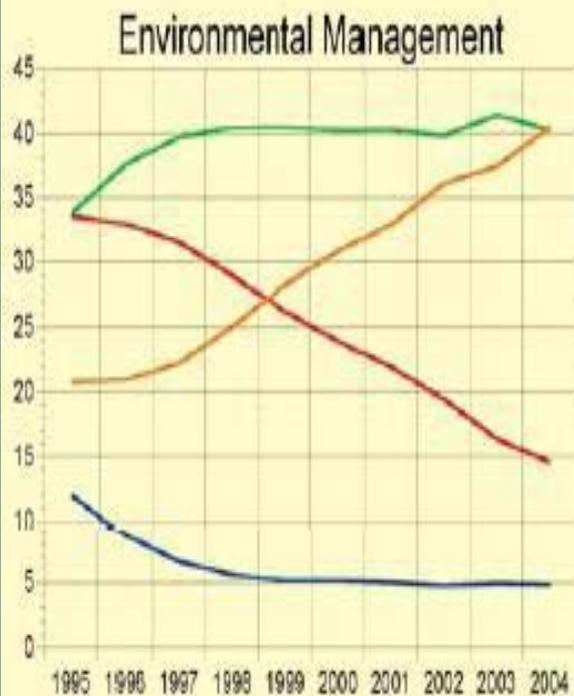


Relationship to Aging Workforce Initiative

- By 2013, 30% of DOE full-time workforce will be eligible for retirement
- Relationship between advanced age & increased risk for chronic health problems
- DOE Strategic Plan – use of targeted phased retirement program
- Union Concerns and Perspectives
- Challenges and Strengths – Strategies for Success



Age Distribution by Program Office



— 16 - 29 — 30 - 39 — 40 - 49 — 50 +



Status of Current Research Study

- Three participating DOE sites (Hanford, Argonne National Laboratory & Sandia National Laboratory)
- Study approved by University of Maryland IRB and will be re-submitted to Centralized DOE IRB for review in October 2010
- Data collection planned for Fall/Winter 2010 (Phase I)



Health and Work Performance Questionnaire - Select (HPQ-Select)

- Harvard Medical School and WHO
- Validation studies undertaken in 1997-98
- Implemented in 23 countries
- Over 500,000 completed HPQ worldwide
- HPQ-Select
 - Next generation HPQ
 - Implemented by Integrated Benefits Institute
 - Shorter, online, improved analysis, business-friendly



Other Measures to Consider

(not an exhaustive list)

- Endicott Work Productivity Scale
- Gallop Employee Engagement
- Health & Labour Questionnaire (HLP)
- Health & Productivity Snapshot
- Stanford Presenteeism Scale (SPS)
- Work Productivity & Activity Impairment Questionnaire (WPAI)
- Worker Productivity Index (WPI)



Next Steps – Phase I

- CDOE-IRB approval
- Collect data
- Prepare individual worksite reports
- Prepare aggregate comparison report and compare self-report data from HPQ-Select to previous employee cohort data from IISP
- Identify best measure for safety culture for Phase II



Plans for Phase II

- Work with DOE management & unions focusing three job classifications at-risk for effects of aging workforce
- Collaborate with DOE HS-30 (CAIRS) to review health and productivity with attention to safety
- Opportunities for additional DOE worksites to implement HPQ-Select for individual reports & comparative reports for benchmarking & development of best-practice



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