



TenStep Supplemental Paper

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Disease Management

Are you one of those employers who emphasize employee wellness? Then Disease Management (DM) is for you! It is a natural fit for corporations whose culture emphasizes wellness. It is comprised of a comprehensive health promotion and excellence program that includes all elements of health and wellness, including work/life balance, behavioral and mental health, occupational and disability management, fitness centers, and disease management.

Your company can partner with experts. For instance, working with a pharmacy supplier for a diabetes program, another for smoking cessation, and a third for nutritional support would all apply. All employees have access to information and the participants in the DM program have additional personal access.

Steps to ensure that the DM program benefits both the employees and the company are:

1. Determine the diseases to be covered under the program. The four most popular DM candidates are asthma, diabetes, heart disease and depression.
2. Gather data on the frequency, severity, and consequences of diseases and illnesses among the workforce.
3. Supplement the information with health risk appraisals.
4. Talk to a health plan representative about the impact these diseases could have on health care and reducing the cost of absenteeism.

The workings

DM is aimed at disease self-management. The best DM programs divide members into three categories:

1. High-risk individuals, who receive frequent telephone contact, occasional home visits, and medical monitoring
2. Medium-risk individuals requiring only frequent phone contact
3. Low-risk individuals, who receive frequent mails and occasional phone contact

Signing up

The most challenging part of DM is getting employees to sign up. Some of them might not be interested in their health, and many may be reluctant to bring health concerns to the workplace. Ways to view the benefits of a DM program:

- Create a health promotion and management culture in the organization
- Demonstrate the benefits of participation to employees
- Emphasize confidentiality
- Comprehensive and continuous communication



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- Monitor the program's results