

Results to date demonstrate that the Life Savers program has decreased absenteeism and lowered risk. At the Solid State Electronics Center division of Honeywell in Minneapolis, absenteeism is tracked for all employees. Coincident with the introduction of Life Savers in 1991, absenteeism as a percent of payroll dropped 17% in 1992 (from 1.64 to 1.36), 12% in 1993 (1.64 to 1.44), and 32% in 1994 (1.64 to 1.12). In 1993 this represented a cost savings of \$68,284 which the location human resources management believes may be related to Life Savers.

Overall risk reduction for participating employees in the Honeywell Corporate Offices risk pool shows that of the 1391 employees screened in 1994 for modifiable risk factors (BMI, BP, cholesterol, glucose, CO), 476, or 34%, of them failed at least one initial screen. Failed initial screens included: 311 employees failed BMI, 61 failed BP, 220 failed cholesterol, 15 failed glucose, and 47 failed CO. Year-end retests for failed screens showed: 158 participants reduced one risk factor, 32 participants reduced two risk factors, and 2 participants reduced 3 risk factors. Compliance with recommended cancer screenings improved for participants in Life Savers. Fifteen of the 613 female participants had never had a pap smear even though they should have had one according to American Cancer Society guidelines; 10 of the 15 (67%) women completed the test. Four of the 449 female participants had never had a mammogram; two of the 4 (50%) completed the test. Twenty-two of the 238 participants who should have been having flexible sigmoidoscopies had never had the test; eight of the 22 (36%) completed the test. Anecdotal reporting shows one pre-cancerous colon polyp was detected in 1994 resulting in estimated cost savings of \$10,000. A benign lump was identified by mammography in a woman who received her first mammogram through Life Savers.

In addition, a customer stratification survey of the same population conducted in August 1994 (214 respondents with a 60% response rate) showed the following self-reported improvement in risk factors: cholesterol level 29%, blood pressure 13%, weight 23%, smoking level/frequency 5%. Respondents also reported that they felt more comfortable handling minor illnesses/injuries at home (51%) and that they had become wiser health care consumers (72%).

A 1994 claims analysis by William M. Mercer showed the estimated expenses for preventable illness and lack of self-care for approximately 8000 Minneapolis employees plus dependents, representing about 19,000 total covered lives in a one-year period (10/1/92 through 9/30/93) to be \$13,224,00. This represents 43% of total covered expenses. Identifying the top ten preventable conditions for salary and hourly employees resulted in "lack of self care" as the highest cost area, which Take Care of Yourself was expected to impact. Consequently, the health education classes were adjusted to specifically target the self care area. The impact of the program on claims costs through preventable conditions and lack of self care will be measured

by a second claims analysis currently in progress. This study will evaluate the differences in expenses and service utilization between Life Savers non-participants, non-qualifiers (participate but do not qualify for the award), and qualifiers (participate and qualify for the award) from the baseline year of 1991 through 1994.