

Wellness, Employers, Employees, and the ACA

Brandon M. Eggleston PhD MPH CHES RYT, LaDon Jones PhD MHA RN

Department of Community Health at National University, San Diego, CA

Purpose	Women	Men
<p>The purpose and literacy issues of the wellness and prevention benefits related to the Affordable Care Act.</p>	<ul style="list-style-type: none"> • Anemia screening on a routine basis for pregnant women • Urinary tract infection screening for pregnant women • BRCA counseling about genetic testing for women at higher risk • Breast Cancer Mammography screenings every 1 to 2 years for women over 40 • Breastfeeding comprehensive support and counseling from trained providers, as well as access to breastfeeding supplies, for pregnant and nursing women • Cervical Cancer screening for sexually active women • Contraception: Food Domestic and interpersonal violence screening and counseling for all women* • Folic Acid supplements for women who may become pregnant • Gestational diabetes screening for women 24 to 28 weeks pregnant and those at risk • Hepatitis B screening for pregnant women at their first prenatal visit • HIV, Gonorrhea, Chlamydia & Syphilis screening and counseling for sexually active women* • HPV DNA Test: high risk HPV DNA testing every three years for women with normal results who are 30 or older • Osteoporosis screening for women over age 60 depending on risk factors • Rh Incompatibility screening for all pregnant women and follow-up testing for women at higher risk • Tobacco Use screening and interventions for all women, and expanded counseling for pregnant tobacco users • Well-woman visits to obtain recommended preventive services 	<ul style="list-style-type: none"> • Abdominal Aortic Aneurysm one-time screening for men of specified ages who have ever smoked
Significance	<h2>Employers</h2>	
<p>The Affordable Care Act is the most significant piece of healthcare legislature since the advent of Medicare and Medicaid nearly 50 years ago. It provides many new wellness benefits that many Americans may or do have difficulty understanding. How these benefits are communicated to the public are key to the success of the ACA.</p>	<ul style="list-style-type: none"> • Programs must have a reasonable chance of improving health or preventing disease and not be overly burdensome for individuals. • To be considered reasonably designed to promote health or prevent disease, a program would have to offer a different, reasonable means of qualifying for the reward to any individual who does not meet the standard based on the measurement, test or screening. • Programs must be reasonably designed to be available to all similarly situated individuals. Reasonable alternative means of qualifying for the reward would have to be offered to individuals whose medical conditions make it unreasonably difficult, or for whom it is medically inadvisable, to meet the specified health-related standard. • Individuals must be given notice of the opportunity to qualify for the same reward through other means. • These proposed rules provide new sample language intended to be simpler for individuals to understand and to increase the likelihood that those who qualify for a different means of obtaining a reward will contact the plan or issuer to request it. • The proposed rules also implement changes in the Affordable Care Act that increase the maximum permissible reward under a health-contingent wellness program from 20 percent to 30 percent of the cost of health coverage, and that further increase the maximum reward to as much as 50 percent for programs designed to prevent or reduce tobacco use. • Evidence shows that workplace health programs have the potential to promote healthy behaviors; improve employees' health knowledge and skills; help employees get necessary health screenings, immunizations, and follow-up care; and reduce workplace exposure to substances and hazards that can cause diseases and injury. The proposed rules would not specify the types of wellness programs employers can offer, and invite comments on additional standards for wellness programs to protect consumers. 	<ul style="list-style-type: none"> • These proposed rules provide new sample language intended to be simpler for individuals to understand and to increase the likelihood that those who qualify for a different means of obtaining a reward will contact the plan or issuer to request it. • The proposed rules also implement changes in the Affordable Care Act that increase the maximum permissible reward under a health-contingent wellness program from 20 percent to 30 percent of the cost of health coverage, and that further increase the maximum reward to as much as 50 percent for programs designed to prevent or reduce tobacco use. • Evidence shows that workplace health programs have the potential to promote healthy behaviors; improve employees' health knowledge and skills; help employees get necessary health screenings, immunizations, and follow-up care; and reduce workplace exposure to substances and hazards that can cause diseases and injury. The proposed rules would not specify the types of wellness programs employers can offer, and invite comments on additional standards for wellness programs to protect consumers.
All Adults	Children	<h2>Sources</h2>
<ul style="list-style-type: none"> • Immunizations-Hepatitis A & B, Herpes, HPV, Influenza, Measles, Mumps, Rubella, Meningococcal, Pneumococcal, Tetanus, Diphtheria, Pertussis, Varicella • Alcohol Misuse screening and counseling • Aspirin use for certain ages • Depression screening for adults • Type 2 Diabetes screening for adults with high blood pressure • Blood Pressure screening for all adults • Cholesterol screening for adults of certain ages or at risk • Colorectal Cancer screening for adults over 50 • Obesity screening and counseling for all adults • Tobacco cessation interventions for tobacco users • STI Prevention Counseling and HIV & Syphilis screening 	<ul style="list-style-type: none"> • Alcohol and Drug Use assessments for adolescents • Behavioral assessments for children of all ages • Cervical Dysplasia screening for sexually active females • Depression screening for adolescents • Dyslipidemia screening • Gonorrhea preventive medication for the eyes of all newborns • Hearing screening for all newborns • Sickle cell screening for newborns • Immunization vaccines for children including: Diphtheria, Tetanus, Pertussis, Hemophilic influenza type b Hepatitis A & B, HPV, Polio, Influenza, Measles, Mumps, Rubella, Meningococcal, and Pneumococcal Rotavirus • Iron supplements for children at risk for anemia • Lead screening for children at risk of exposure • Obesity screening and counseling • Phenylketonuria (PKU) screening • Sexually Transmitted Infection (STI) prevention counseling and screening for adolescents at higher risk • Tuberculin testing for children Vision screening for all children • Autism screening for children at 18 and 24 months • Blood Pressure screening for children • Congenital Hypothyroidism screening for newborns • Developmental screening for children under age • Fluoride Chemoprevention supplements for children without fluoride in their water source • Height, Weight and Body Mass Index measurements • HIV screening for adolescents at higher risk • Medical History • Oral Health risk assessment for young children 	<p>DHHS. (2014). Healthcare.gov retrieved from http://www.hhs.gov/healthcare/facts/factsheets/2010/7/preventiveserviceslist.html#CoveredPreventiveServicesforAdults</p> <p>DHHS. (2014). Healthcare.gov retrieved from https://www.healthcare.gov/what-are-my-preventive-care-benefits/</p>