



**ALLEN
HOSPITAL**
IOWA HEALTH SYSTEM

Occupational Health



TAKING CARE OF
your
BUSINESS

July 2010

New Medical Director Named for Allen Occupational Health



Dr. Laval Peloquin has been appointed medical director for Allen Occupational Health. He succeeds Dr. Kenneth McMains, who founded the program and helped it grow to its current size. Dr. McMains will continue to serve Allen Occupational Health as medical director emeritus, guiding his colleagues and contributing to the program.

"Dr. Peloquin has demonstrated significant leadership capacity. I am delighted that he has agreed to serve in this important way," said Jay Willsher, regional operation vice president for Allen Health System.

Dr. Peloquin earned his medical degree from Georgetown University in 1982. He completed his internship at Fitzsimons Army Medical Center in Aurora, CO and served as commander of the United States Army Medical Clinic at the Rock Island Arsenal from 1983—1987. After completing a residency in family practice, he served as a physician in La Porte City, IA until joining Allen Occupational Health in 2007.

Interim Director Announced for Allen Occupational Health



Allen Occupational Health announces, Tara Wait RN, as Interim Occupational Health Director. Tara has worked with Allen Occupational Health since August of 2009 in the role of Drug and Alcohol Consortium Manager.

Tara previously worked with Tyson Foods, Inc., in a leadership role as Nurse Manager. Tara's experience in the industrial occupational health care setting will be a great asset to the team during this interim period. Please feel free to contact her at 319-235-5043 should you have any

Company Tours

With a change in leadership comes new faces and new ideas. Our providers and new leaders want to meet you and know your business. Touring your company helps our staff understand the nature of your business. Our providers are also skilled in helping companies with risk management by identifying hazards and offering solutions to problematic systems and processes.

One to two company tours will be scheduled Wednesday mornings, starting September 1st, 2010 on a first come first serve basis. Please email or call Natalie (krachtna@ihs.org/319-215-9573) to schedule a company tour.

Upcoming Seminars

Integrating Your Wellness Plan Into Your Health Insurance Plan Tuesday, July 27, 2010

See Reverse for Details

Time: 7:30am - 9:00am

Cost: FREE

Location: McBride Auditorium, Gerard Auditorium, Allen College

Upcoming Classes

2010 Training for Drug Free Workplaces

2 Hour Initial Training Wednesday, July 13, 2010

Time: 8am - 10am

Cost: \$34/person

Location: Medical Staff Classroom, Gerard Hall, Allen College

1 Hour Annual Update Thursday, July 14, 2010

Time: 8am - 9am

Cost: \$22/person

Location: MidAmerican Energy Classroom, Gerard Hall Main Floor

For more information contact:

Tara Wait at waittr@ihs.org

or call 319-235-5043

To Register:

Visit www.allenocchealth.com

and click on the link of the lower right hand corner of the screen.

First Aid & CPR Class Friday, August 27, 2010

Time: 8am - 1pm First Aid and CPR
8am - 10am CPR Only

Cost: First Aid and CPR
\$60/person
CPR Only \$28/person

Location: Gerard Classroom, Gerard Hall, Allen College

Register online at:

www.allenocchealth.com

or call 319-235-3523.

Consolidated Billing Changes

Due to HIPAA regulations and Third Party Payer denials we are no longer able to consolidate billing for Urgent Care visits, lab, and radiology services when related to worker injury treatment services. For this reason, you may receive multiple bills from various departments of Allen Hospital for one injury. We ask that you pay close attention to this new billing process. We will continue to consolidate bills for post-job offer screening services such as physicals and drug screens, as well as, emergency department visits, outpatient, and pharmacy charges.

Changes will start to appear on statements over the next month. Please feel free to contact Laura Mumaw at 319-235-3964 if you have specific questions regarding your statements.

“Integrating Your Wellness Plan Into Your Health Insurance Plan”

Do you want to take your wellness program to the next level? Then you won't want to miss this FREE seminar at Allen College. The seminar will be held at Allen College in McBride Auditorium on July 27th at 8:00am. John Monahan and Maria Drees-Johnson will join Allen Occupational Health to answer common questions and offer solutions increasing the value and results of your company wellness program.

- **How does a business owner properly integrate wellness programs into the company?**
- **How to streamline human resources and use third-party vendors to work more effectively together?**
- **What are the risks of not integrating wellness programs into the company's health benefit plan?**
- **How can business owners decide what wellness programs will best work with their health benefit design and their employees?**
- **How can you integrate wellness programs to be well received by employees?**
- **How can business owners increase participation for wellness programs?**

Offering incentives with your wellness program can maximize participation and engagement in your company's wellness program. However, doing this is sometimes easier said than done. The most effective incentives are those that are tied to the health plan, such as premium discounts and contributions to flexible spending accounts. This also helps tie the wellness program to the employee's health plan.

“Integration can create a healthy corporate culture that motivates rather than stimulates fear,” says John Monahan, owner of Group Benefit Design a subsidiary of Northwestern Mutual. John and Health Coach, Maria Drees-Johnson, help their clients integrate wellness programs into their insurance plans.

Business owners should strive to make the programs personalized and easy to access so that the entire population can become engaged, says Monahan. Statistics indicate that the more integrated the program, the higher the return on investment. Averages can be 12 percent or greater. Offering incentives will maximize participation. The most effective incentives are those that are tied to the health plan, such as premium discounts and contribution to flexible spending accounts. This also helps tie the wellness program to the employee's health plan.

Communication is key. Employees have to understand what benefit participating will have on their future. Address upfront specific issues such as privacy and confidentiality with employees. Use positive messages regarding the program and any incentives so that employees can recognize the benefit. True behavior change happens when plan participants have an investment in the game and they want to play.