

Houston Business Coalition on Health

Dr. Paul Hodgins
Chief Medical Officer

Agenda

- Health services in oil and gas
- Areas of focus
- Improving access to care
- Onsite clinics – strategy and outcomes

ConocoPhillips Health Services

ConocoPhillips

- Exploration and Production
- 18,100 employees
- 27 countries

Health Needs

- Emergency/Primary Care
- Occupational Health
- Absence Management
- EAP
- Wellness

Health Services Organization

- ~60 employees/40 contractors
- Report to VP HR (corporate)
- Report to HR or HSE or operations (business units)
- Corporate staff (10)
- Businesses (90)
- U.S. (20)
- Non-U.S. (80)

Health Focus

- Reducing employee health risks
- Improving employee health and productivity

Approach

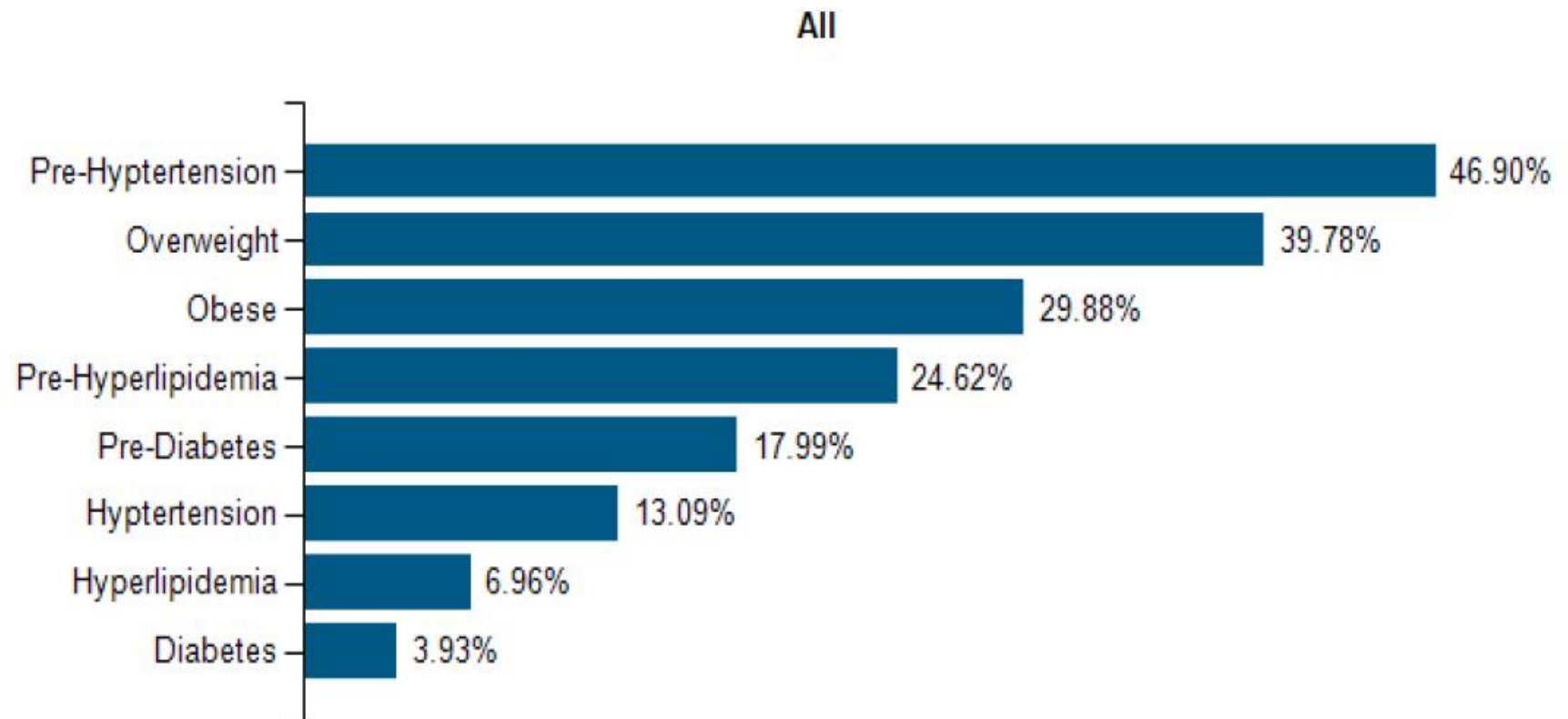
- Target risks based on health claims and biometric results
- Align health/wellness and benefit programs
 - Biometrics, wellness challenges, Incentives for healthy behaviors
 - Nutrition Boot Camp, weight loss programs
- Align wellness with safety programs
 - Focus on fatigue, stress and distraction
- Encourage preventive care and facilitate access to care

Benefits Focus

- Increase participation in HDHP
- Outcome based wellness incentives
- Evaluate price transparency tools
- Assess reference based pricing
- Revise contributions for pharmacy
- Evaluate STD/LTD design change
- Evaluate ACOs
- Evaluate health care exchanges for pre-65 retirees and active employees

2014 Biometrics

Overall Prevalence Analysis



Facilitating Access to Care

- Onsite Clinics – primary care and dental
- Telemedicine for remote sites with clinics – North Sea/Alaska/other
- Teladoc for phone consultations
- Telephone/videoconferencing for EAP/psychiatry



Considerations Regarding On-site Clinics

- Primary care/urgent care
 - Goals? – benefits/wellness
 - Encouraging appropriate screenings
 - Avoiding over-utilization
 - Population needed ~3000
 - Quality of provider
 - Reputation of the vendor
 - Acceptance by employees/contractors
 - Security issues/access

Primary Care and Dental Clinic Utilization

- Objective: Provide convenient quality on-site health care and eliminate productivity loss due to driving/waiting

Clinic	Primary Care	Dental
Opened	April 2013	September 2014
Average patients per day	15	13
Average waiting time	5-10 mins	5 mins
Patient Satisfied/very satisfied	6%/94%	4%/96%
Vendor business goals met	Yes	Yes
Quality measures met	Yes	Yes

- Different models some have health plan design implications
- Implementation costs low for insurance based clinic
- Impact: Quality care for employees, productivity gains, competitive healthcare costs

Q&A