

BIOMETRIC SCREENING

What is a Biometric Screening?

A biometric screening consists of several tests that can help to determine an employee’s risk level for developing chronic conditions such as diabetes and heart disease. The goal is to bring health awareness to employees through early detection, tailor interventions to meet individual needs, and promote healthy lifestyles.

Wellbeing assessments along with biometric screenings are the start of a comprehensive employee health and wellness strategy that, when maintained over time, can meaningfully improve the health of employees.

Is a Biometric Screening really necessary?

Claims data from a health plan is reactive—by the time reporting is referenced, the employee may already be at high-risk for a chronic condition. While claims data is helpful for managing costs, the goal is to avoid costs before they are incurred.

Biometric screening data can help identify employees who may be at immediate risk and helps steer employees into specific programs offered by Tufts Health Plan, like health coaching and condition management.

What does a Biometric Screening include?

The following tests are offered along with immediately available health coaching with powerful information that can motivate the desire to change.

Tests Offered	What it means	Goal	Impact
Total Cholesterol	Cholesterol is a fatty substance that our bodies need to function.	< 200	High total cholesterol, high LDL, or low HDL may increase risk for a heart attack or stroke.
HDL	HDL is known as your “good” cholesterol because it carries cholesterol away from the arteries and out of the body, reducing risk of heart disease.	≥ 60	Improved control of cholesterol or blood lipids (e.g., HDL, LDL and triglycerides) can reduce cardiovascular complications by 20% to 50%.
Glucose	Sugar stored in your blood as your body’s main source of energy.	< 110 before a meal < 140 1-2h after a meal <small>*Goal values will differ for individuals with existing diabetes</small>	People with diagnosed diabetes, on average have medical expenditures that are 2.3 times higher than what the expenditures would be in the absence of diabetes. Studies show that people at high risk for type 2 diabetes can prevent or delay the onset of the disease by losing 5 to 7 percent of their body weight, by eating healthier, and getting 30 minutes of physical activity 5 days a week. The key: small steps that lead to big rewards.
Blood Pressure	The first number (systolic) represents the pressure while the heart is beating. The second number (diastolic) represents the pressure while the heart is resting between beats.	120/80 or less	Blood pressure control reduces the risk of cardiovascular disease (heart disease or stroke) by 33% to 50%.
Body Mass Index (BMI)	An indicator of fat in the body. It measures weight in relation to height.	18.5 - 24.9	As a person’s BMI increases, so do the number of sick days, medical claims and health care costs.

continued

How do I offer biometric screenings to my employees?

- ▶ Biometric screening options are available when conducting a wellbeing assessment initiative and may be provided at no cost to qualified employers with over 100 subscribers. A Wellness Consultant will recommend the most efficient way to collect biometric data.
- ▶ For groups under 100 subscribers, we recommend employees obtain their numbers from their health care providers.
- ▶ Appointments take 10-15 minutes per person.
- ▶ Please allow three months for planning a biometric screening event.
- ▶ At the screening event, employees will receive an informative brochure with their test results and recommended health guidelines.
- ▶ To optimize the impact and value of health screening information, make sure you follow up with your employees to enter their biometric numbers and incentivize them to participate in an online wellbeing assessment.
- ▶ Health screening information on employees should not be collected directly by the employer or should be maintained outside of the personnel file.

FOR MORE INFORMATION

CONTACT YOUR SALES OFFICE

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