

Who Pays for Poor Health?

Lindsay Allen, PhD MA

@_Lindsay_Allen

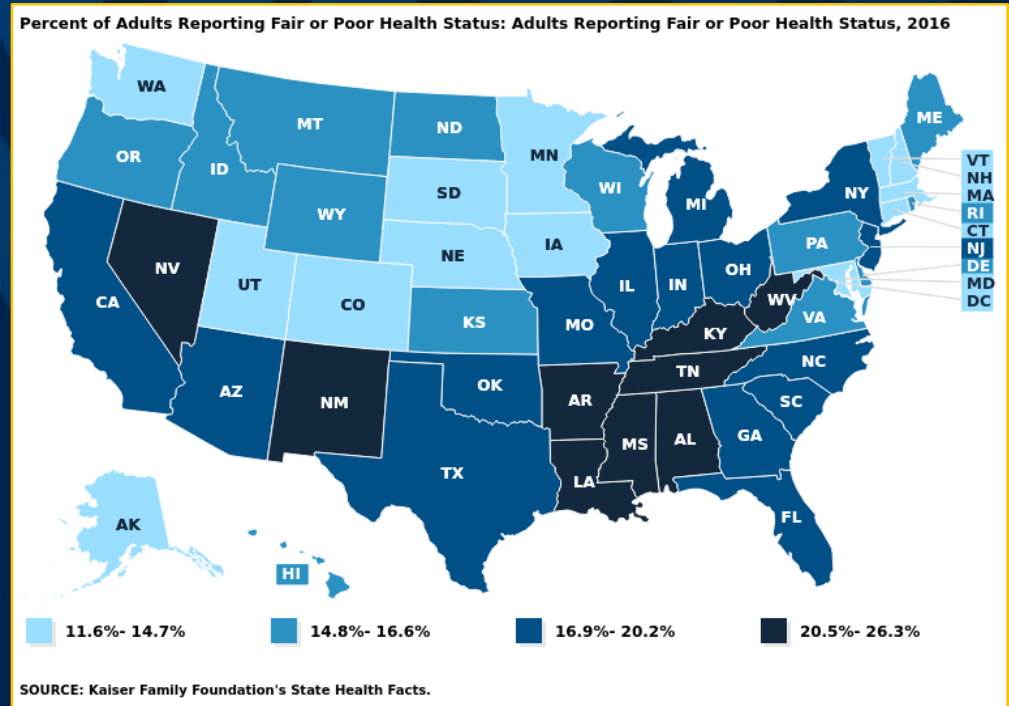
Assistant Professor, Health Economics and Health Policy

April 17, 2018

WV Health: Not So Heavenly

Worst in the US for:

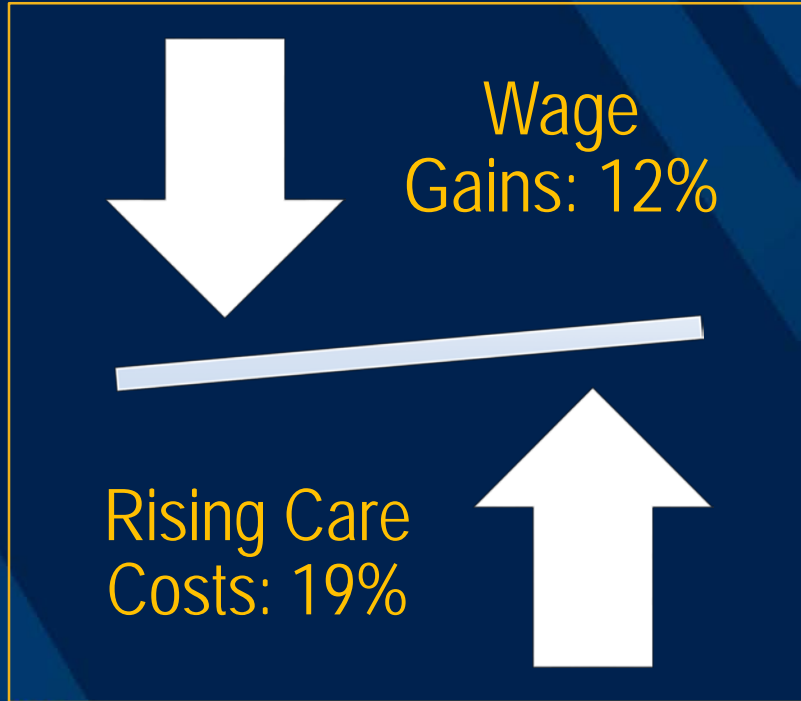
- obesity
- smoking
- mental health
- overall health



Who Pays for Poor Health?



Workers Pay: Health Care Costs



- Average worker pays \$5,700 for family health insurance plan
- Employees paying 30% of rising premium costs
- A family of four will spend 44% of median household income on premiums and out-of-pocket costs

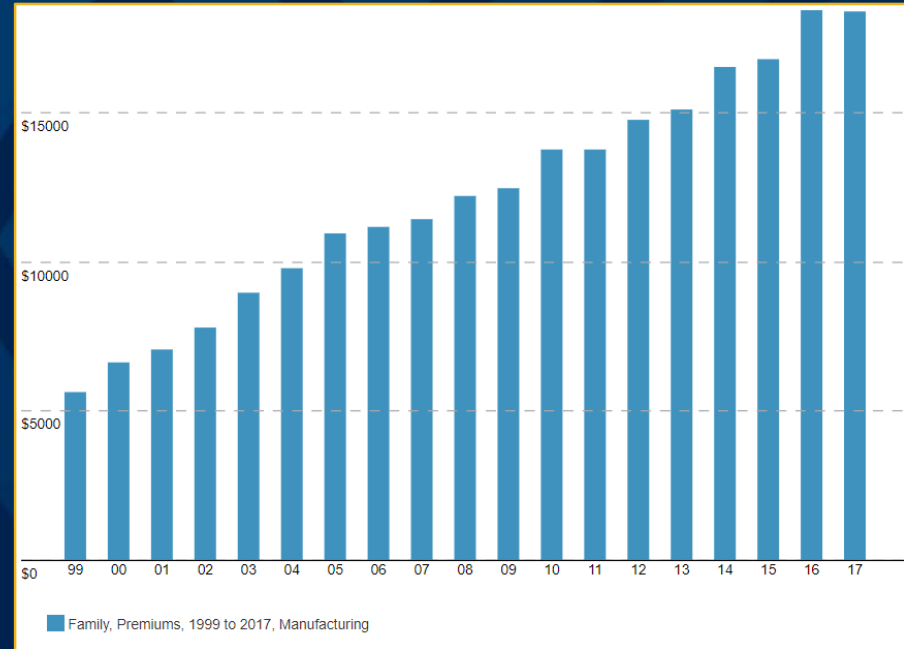
Firms Pay: Health Care Costs

Overall costs are rising:

- 2017 Premium: **\$18,383**
- Can we ask employees to pay more?

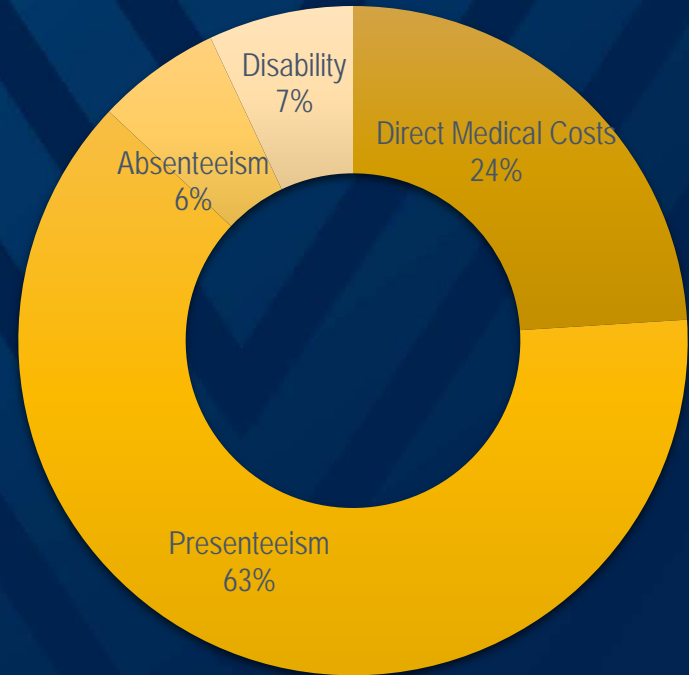
WV costs are rising:

- \$ for non-exercisers about 4.7% higher
- \$ for smokers about 18.1% higher



Firms Pay: Productivity Loss

Condition	Total # Missed Workdays Per Year Per Employer	Total Cost Per Year Per Employer
Smoking	292	\$77,117
Obesity	153	\$40,498
Hypertension	221	\$58,450
Diabetes	65	\$17,107



Firms Pay: Hidden Costs



Firms Pay: Hidden Costs





Firms Pay: Hidden Costs



Increases Out-Migration



Decreases In-Migration

Firms Pay: Substance Use

<https://www.nsc.org/forms/substance-use-employer-calculator>

TOTAL COST: \$32,624



Lost Time

COST:

\$13,144



Job Turnover & Re-training

COST:

\$10,776



Healthcare

COST:

\$8,704

Expand Cost Detail ▾

Below is the breakout of factors that contribute to employer costs in lost time, job turnover and healthcare. Substance use is associated with other problems that can impact employees' productivity and safety, though these problems are more difficult to monetize. Click on "Other Social Costs" for more details.

LOST TIME COST DETAILS

Avg. Days off Work:	34
Employee errors involving incident or safety risk:	0

TURNOVER & COST DETAILS

Total Turnover:	1
-----------------	---

Other Social Costs

HEALTHCARE COST DETAILS

Days in hospital:	2
Emergency room visits:	4
Outpatient visits:	5