Hospitals and health systems, as large employers, are feeling the burden of rising healthcare costs. In fact, hospital employee use of plan services is greater than that of the average U.S. employee. Hospital workers, on average, have higher utilization rates and carry a higher burden of chronic illness than employees in other market segments. These differences are only partially explained by age or gender. Hospital employee groups exhibit a skew toward a younger female population relative to the U.S. workforce; the average health system worker is two years younger than the average worker in the U.S. workforce. Truven Health Analytics™ researchers conclude that a health system with 16,000 eligible employees would save $1.5 million annually for each 1 percent reduction in health risk.

HOSPITAL EMPLOYEES HAVE HIGHER HEALTHCARE COSTS

Average medical care and prescription drug costs per person for hospital employees and their dependents were 9% higher on an age- and sex-adjusted basis. Employee-only average healthcare costs also were 9% higher than the general U.S. population; employee-only average healthcare costs also were 9% higher on an age- and sex-adjusted basis.

HOSPITAL EMPLOYEES HAVE HIGHER BURDEN OF ILLNESS

On a Diagnostic Cost Group–adjusted severity basis, hospital employees with chronic conditions had a higher burden of disease, particularly in the at-risk and struggling categories.

Sources:
- 2010 Behavioral Risk Factor Surveillance System Prevalence Data, Adult Asthma Data: Prevalence Tables and Maps, Table C1, analysis by Air Pollution and Respiratory Health Branch, National Center for Environmental Health, Centers for Disease Control and Prevention, www.cdc.gov/asthma/brfss/2010/brfssdata.htm

Upcoming Topic:
- Health System Performance

About the Data: The Truven Health MarketScan® databases are a repository of healthcare claims representing the real-world healthcare experience of millions of Americans. For this study, Truven Health researchers looked exclusively at workers with employer-sponsored health insurance, reviewed the healthcare costs of 350,000 hospital employees and their dependents from more than 200 hospitals, and compared the results to 12 million covered lives from other industries. In addition, they analyzed disease severity and population risk using a Diagnostic Cost Group methodology based on ICD-9 diagnosis, age, and sex. For more information, visit truvenhealth.com or email healthplan@truvenhealth.com.
FACTFILE

CHRONIC CONDITION DIAGNOSIS RATES

Hospital employees and their dependents were more likely than average U.S. employees to be diagnosed with asthma, obesity, and depression; admission rates for asthma, obesity, and depression were 12%, 47%, and 20% higher, respectively, for hospital employees. Regarding diabetes and congestive heart failure, though, hospital employees had lower chronic condition rates per thousand patients.

![Chronic conditions: Patients per 1,000 population](image)

**SOURCE:** Truven Health MarketScan® data, 2012.

CHRONIC CONDITION ADMISSION RATES

Hospital employees and their dependents were more likely than the U.S. workforce to be hospitalized for chronic medical conditions, including asthma, congestive heart failure, diabetes, and depression. The healthcare group had asthma admission rates 28% higher and CHF admission rates 9% higher than the U.S. workforce.

![Chronic conditions: Admissions per 1,000 population](image)

**SOURCE:** Truven Health MarketScan® data, 2012.

PREVENTIVE SCREENING RATES

Despite their own professional awareness of the value of prevention, compliance with common preventive service measures (lipid testing for cholesterol and prostate, breast, cervical, and colorectal cancer screening) were consistently lower among hospital employees and their dependents compared to the U.S. workforce.

![Preventive screening rates](image)

**SOURCE:** Truven Health MarketScan® data, 2012.