Cultivating Employee Health and Wellness

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• Internal Medicine physician from the US
• Speaks English and Mandarin
• Special interests:
  – Primary care
  – Chronic diseases
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2. It is important to take a multivitamin supplement every day
3. I don’t have to exercise if I am not overweight
4. A glass of wine at night can help me sleep better
5. A healthy person does not have to go to the doctor
Discussion groups

• What are your top three health concerns?
• What steps should you take now to maintain your health?
Health trends in China

Percentage of population living in urban areas: 50.6%
Population proportion between ages 30 and 70 years: 51.5%

Proportional mortality (% of total deaths, all ages, both sexes)*

- Cardiovascular diseases: 45%
- Cancers: 23%
- Chronic respiratory diseases: 11%
- Diabetes: 2%
- Other NCDs: 6%
- Injuries: 8%
- Communicable, maternal, perinatal and nutritional conditions: 5%

Total deaths: 9,846,000
NCDs are estimated to account for 87% of total deaths.
Health trends in China

Age-standardized death rates*

- Cardiovascular Diseases
- Chronic Respiratory Diseases
- Cancers
- Diabetes

World Health Organization
http://www.who.int/nmh/countries/chn_en.pdf
Health trends in China

Premature mortality due to NCDs*

The probability of dying between ages 30 and 70 years from the 4 main NCDs is 19%.

Adult risk factors

<table>
<thead>
<tr>
<th>Risk Factor</th>
<th>Males</th>
<th>Females</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current tobacco smoking (2011)</td>
<td>47%</td>
<td>2%</td>
<td>25%</td>
</tr>
<tr>
<td>Total alcohol per capita consumption, in litres of pure alcohol (2010)</td>
<td>10.9</td>
<td>2.2</td>
<td>6.7</td>
</tr>
<tr>
<td>Raised blood pressure (2008)</td>
<td>29.0%</td>
<td>25.5%</td>
<td>27.3%</td>
</tr>
<tr>
<td>Obesity (2008)</td>
<td>4.7%</td>
<td>6.7%</td>
<td>5.7%</td>
</tr>
</tbody>
</table>

World Health Organization
http://www.who.int/nmh/countries/chn_en.pdf
Primary care

- The first contact and principle point of continuing care
- A health manager
- Preventive care
Routine preventive healthcare and screening tests for women

- Blood pressure
  - Start monitoring after age 18
- Screening for chlamydia and gonorrhea
  - Yearly for sexually active women ≤24 years
- Cervical cancer screening
  - Women age 21 - 65 every three years with Pap smear only
  - Age 30 - 65 every 5 years with Pap smear and HPV testing
Routine preventive healthcare and screening tests (continued)

- **Diabetes**
  - Women with blood pressure $\geq 130/80$ and/or BMI $\geq 25$
  - American Diabetes Association says starting at age 45
    - Optimal interval not known
    - American Diabetes Association says every three years

- **Cholesterol**
  - Women $\geq 45$ years, younger if there are risk factors
    - Optimal interval not known – maybe every five years

- **Breast cancer screening**
  - Mammography every two years for women ages 50 - 75
  - Self-exam of breast is no longer encouraged
  - Clinical breast exam by a doctor is of uncertain benefit
Routine preventive healthcare and screening tests – older women

- **Aspirin for ischemic stroke prevention**
  - Women ages 55 - 79 years should take 75 - 100mg daily

- **Colon cancer screening**
  - Women ages 50 - 75 years (*one of the following*)
    - Annual high-sensitivity fecal occult blood testing
    - Sigmoidoscopy every five years combined with high-sensitivity fecal occult blood testing every three years
    - Colonoscopy every 10 years

- **Osteoporosis**
  - Women ages 65 years and older
# Recommended vaccines

<table>
<thead>
<tr>
<th>Vaccine</th>
<th>Age group (years)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>19-21</td>
</tr>
<tr>
<td>Influenza*</td>
<td>1 dose annually</td>
</tr>
<tr>
<td>Tetanus, diphtheria, pertussis (Td/Tdap)*§</td>
<td>Substitute 1-time dose of Tdap for Td booster; then boost with Td every 10 years</td>
</tr>
<tr>
<td>Varicella*Y</td>
<td>2 doses</td>
</tr>
<tr>
<td>Human papillomavirus (HPV)*†, female</td>
<td>3 doses</td>
</tr>
<tr>
<td>Human papillomavirus (HPV)*†, male</td>
<td>3 doses</td>
</tr>
<tr>
<td>Zoster†</td>
<td>1 dose</td>
</tr>
<tr>
<td>Measles, mumps, rubella (MMR)*§**</td>
<td>1 or 2 doses</td>
</tr>
<tr>
<td>Pneumococcal (polysaccharide)*ΔA, ○○</td>
<td>1 or 2 doses</td>
</tr>
<tr>
<td>Meningococcal*Δ, §§</td>
<td>1 or more doses</td>
</tr>
<tr>
<td>Hepatitis A*Y††</td>
<td>2 doses</td>
</tr>
<tr>
<td>Hepatitis B*Y††</td>
<td>3 doses</td>
</tr>
</tbody>
</table>

- For all persons in this category who meet the age requirements and who lack documentation of vaccination or have no evidence of previous infection
- Recommended if some other risk factor is present (e.g., on the basis of medical, occupational, lifestyle, or other indications)
- Tdap recommended for ≥65 if contact with <12 month old child. Either Td or Tdap can be used if no infant contact.
- No recommendation

[World Health Organization](http://www.who.int/nmh/countries/chn_en.pdf)
General health

Calcium supplements

– Despite current controversies – there is not enough evidence to support a link between calcium supplements and heart disease
– Not enough evidence to support a link with lowered blood pressure or weight loss
– Taken with vitamin D, calcium is recommended for bone health

– **Recommended Daily Allowance (RDA):**
  - 14 - 18 years 1,300 mg
  - 19 - 50 years 1,000 mg
  - 51 - 70 years 1,200 mg
  - 71+ years 1,200 mg
General health

Vitamin D

– May be linked to the prevention of some cancers and diabetes
– Deficiency does lead to poor bone health
– Too much may be linked to increase inflammation
– **RDA:**
  - 14–18 years: 600 IU (15 mcg)
  - 19–50 years: 600 IU (15 mcg)
  - 51–70 years: 600 IU (15 mcg)
  - >70 years: 800 IU (20 mcg)
Self-care

• Whole foods diet
  – Epigenetics and the way foods may turn on and off genes

• Exercise
  – 150 - 200 minutes per week of cardiopulmonary exercise

• Stress management
  – Long-term impact of stress on our bodies
  – Breathing exercises

• Positive outlook and fulfillment
  – Stay connected
  – Stay in the moment
  – Find meaningful activities
Healthy diet

HEALTHY EATING PLATE

Use healthy oils (like olive and canola oil) for cooking, on salad, and at the table. Limit butter. Avoid trans fat.

The more veggies—and the greater the variety—the better. Potatoes and french fries don’t count.

Eat plenty of fruits of all colors.

Stay Active!

Drink water, tea, or coffee (with little or no sugar). Limit milk/dairy (1-2 servings/day) and juice (1 small glass/day). Avoid sugary drinks.

Eat whole grains (like brown rice, whole-wheat bread, and whole-grain pasta). Limit refined grains (like white rice and white bread).

Choose fish, poultry, beans, and nuts; limit red meat; avoid bacon, cold cuts, and other processed meats.

Harvard School of Public Health
The Nutrition Source
www.hsph.harvard.edu/nutritionsource

Harvard Medical School
Harvard Health Publications
www.health.harvard.edu
Employee health

- Lifestyle-related health issues affect the economic position of organizations and contribute to reduced productivity and increased absenteeism and healthcare costs
- Effective programs
  - Workplace nutrition interventions can modify employees' dietary behavior
  - Multi-component physical activity interventions are effective in increasing employees' physical activity and fitness
  - Combined programs for diet and exercise are better for weight loss

Employee health

• Greater effectiveness of interventions was causally linked with targeting both diet and physical activity, mobilizing social support, and using well-described/established behavior change techniques.

• Greater effectiveness was also associated with using a cluster of self-regulatory techniques (goal-setting, prompting self-monitoring, providing feedback on performance, goal review) and providing a higher contact time or frequency of contacts.

Brainstorming ideas

• What’s being done at your work place to boost employee health?
• What would you like to see done? What’s achievable in the next year?
Acknowledgement

- Colleagues in my department who provided support for this presentation
Questions?
Resources

• NIH Health Information
  http://health.nih.gov

• MedlinePlus
  http://www.nlm.nih.gov/medlineplus

• Centers for Disease Control and Prevention
  http://www.cdc.gov

• Mayo Clinic
  http://www.mayoclinic.org

• Massachusetts General Hospital
  http://www.massgeneral.org
Thank You