

National Business Group on Health

EMPAQ[®]

DATA DICTIONARY

Health Management Programs



EMPAQ[®]
Employer Measures of Productivity, Absence and Quality™

EMPAQ[®] Health Management Program Metrics

Metric	Calculation
HRA Participation per 100 Employees	$= \frac{\text{Total Number of Employees Participating in the HRA}}{\text{Average Number of Employees Covered for the HRA}} \times 100$
Screening Participation per 100 Employees	$= \frac{\text{Total Number of Employees Participating in Screening}}{\text{Average Number of Employees Covered for Screening}} \times 100$

Definitions

Average Number of Employees Covered for the HRA: The average number of active U.S.-based employees eligible to take a Health Risk Appraisal (HRA) during the reporting period. Do not include retirees, surviving spouses, or spouses and dependent children.

Total Number of Employees Participating in the HRA: The total number of active, eligible, U.S.-based employees who take HRAs during the reporting period. Do not include retirees, surviving spouses, or spouses and dependent children.

If an employee takes an HRA more than once during the same reporting period, such an employee should be only counted once. An HRA is considered complete if questions on both age and gender have been answered.

Average Number of Employees Covered for Screening: The average number of active U.S.-based employees eligible to participate in health management programs during the reporting period. Do not include retirees, surviving spouses, or spouses and dependent children.

Total Number of Employees Participating in Screening: The total number of active, eligible, U.S.-based employees who participate in screening during the reporting period. Do not include retirees, surviving spouses, or spouses and dependent children.

Include only screening results performed by the employee's physician or results obtained in an employer-sponsored event. Self-reported measures of health status (for example, as entered by the employee on his or her HRA) are NOT considered screening and should not be included when counting screened employees. If an employee participates in screening more than once during the same program year, such an employee should be only counted once.