

Quick Questions and Answers



What is the Total Health Incentive Plan?

The Total Health Incentive Plan (THIP) is an innovative, voluntary program to improve the health of Kaiser Permanente employees. It offers potential cash rewards—up to \$500 per eligible employee—for region-wide success.

What can I do to help my region meet the requirements for a \$500 bonus?

There are three things you can do to help qualify all eligible participants in your region for a bonus under the plan:

- 1) Take the Total Health Assessment (THA), a confidential, online questionnaire. If 75 percent of eligible employees in each region take the THA any time between 2012 and 2014, all eligible employees in the region get a \$150 bonus.
- 2) Maintain up-to-date health screenings on body mass index (BMI), total cholesterol, blood pressure and smoking. If 85 percent of eligible employees in the region maintain up-to-date screenings by year-end 2014, all eligible employees in the region get a \$150 bonus, in addition to a possible THA bonus.
- 3) Achieve or maintain healthy status in four targeted health areas: body mass index (BMI), total cholesterol, blood pressure and smoking status. If the eligible employees in a region collectively meet the targets in steps 1 and 2, and there is average improvement in the

at-risk population of at least 1.7 percent across the four health risks by year-end 2014 (with no decline in any of the four areas), all eligible employees in the region get an additional \$200 bonus.

How can I take the Total Health Assessment?

Go to kp.org/hwf and click on “Take the THA.” Then enter your kp.org user ID. Or, if you are not already registered on kp.org, click on “Register for a user ID and password.”

Will my manager or anyone else be able to read my THA results?


No. All information will remain private, confidential and in compliance with all HIPAA and applicable state privacy laws. Kaiser Permanente as the employer will not receive any of your personal biometric information or your Total Health Assessment results. Individual names are not associated with the data. No manager, facility or region will have access to individual employee health information or Total Health Assessment results.


What if I don't have access to a computer at work?

If you have a home computer with Internet access, you can complete the THA in the privacy of your own home at kp.org/hwf. In addition, some facilities may be opening computer stations for people to take the THA. Ask your manager, Total Health lead or your union about this.

Quick Questions and Answers (continued)

How do I know if I am up to date on my screenings?						
	Pre-2010	Last Recorded in 2010	Last Recorded in 2011	Last Recorded in 2012	Last Recorded in 2013	Last Recorded in 2014
Last Body Mass Index Recorded						
Last Cholesterol Screening						
Last Blood Pressure Screening						
Smoking Status Recorded?	Yes – Smoking Status Recorded At Least Once					
	No – Smoking Status Never Recorded					

 You are up to date

 You are out of date

Is the Total Health Assessment available in languages other than English?

Yes, the THA is available in both English and Spanish. Visit kp.org/hwf and select Take the THA. Log in and you will get the Spanish language option.

Where do I get the information I need to take the Total Health Assessment?

If you are a KP member, your most recent KP doctor’s visit and lab tests are available on kp.org/myhealthmanager. Sign on with your user ID and password, and select “My Medical Record.” See “Past Visit Information” for smoking status, BMI and blood pressure readings; see “My Test Results” for cholesterol readings. Even if you don’t have all your numbers, your participation in the THA will count toward the regional goal.

Can I take the THA and participate in the Total Health Incentive Plan if I’m not a KP health plan member?

Yes. The THA always has been available regardless of your health plan coverage. And the Total Health Incentive Plan does not require you to be a KP health plan member. However, if you’d like your numbers to count toward the regional goal, request instructions by sending an email to thip@kp.org.

How can I find out how my region is doing on our THIP goals?

You can track your region’s progress quarterly by checking your region’s latest THIP dashboard. Go to kp.org/totalhealthincentive and click on your region

under Total Health Incentive Plan Dashboards. You’ll be asked to log in with your KP NUID number and password.

How often can I update or make changes to the THA?

You may take the THA as often as you like. However, to help meet the goal, you need to take it only once between 2012 and 2014.

Do I need to sign up to be part of the Total Health Incentive Plan?

No signup is necessary. If you are part of the eligible employee population, you automatically are included in the program.

How do I know if I am eligible?

In general the plan covers benefits-eligible employees who are:

- » Represented by the Coalition of Kaiser Permanente Unions
- » Nonrepresented employees, including managers, exempt and nonexempt employees.

For full eligibility details visit kp.org/totalhealthincentive

I’ve taken the THA. I’m up to date on my screenings, and all my numbers are good. What more can I do?

Health is a team sport! Be a cheerleader for health and encourage and support your co-workers. Suggest walks or walking meetings, taking the stairs instead of the elevator, or having a potluck salad day with your team or department. Work with your unit-based team on a project to support the goals of THIP.