

Health Risk Appraisal (HRA) Checklist

Background

Before selecting an HRA tool and implementing the appraisal among your employees, it is important to define objectives for doing so. Clearly-defined objectives can guide selection of an appropriate tool from the many commercially available HRAs and help assure proper data collection and use.

For example, an HRA specific to diabetes might be used as part of a health education or counseling program on lowering risks for diabetes, whereas a broader HRA tool would be required if an objective for implementing the HRA is to supply population data to guide the design of a comprehensive workforce health promotion program (see: CDC Division of Nutrition, Physical Activity, and Obesity).

Below is a list of components that should be considered when selecting your HRA.

I. Content

Content should include:

A. Screening, Counseling, Immunizations, including:

1. United States Preventive Services Task Force (USPSTF) Recommendations – evidence based health services that are effective in reducing illness
2. Additional topics for consideration – other issues that impede worker productivity

B. Primary Care includes background information on the user that provides for additional consideration of a person's health risk status.

II. Reports

The basic reports that should be run include the Individual User, Individual for the Provider and Organizational Aggregate.

III. Functionality

This describes the usability of the HRA and access to the information by both the user and the organization.

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HRA Checklist

I. Content

A. Screening, Counseling, Immunizations

The system shall gather appropriate self-report information to determine elevated or normal risk to facilitate appropriate screening, chemoprophylaxis and counseling in these areas: *Italics* denote most cost-effective services and * denotes the most under-utilized services.

1. USPSTF Recommended Topics

Heart Health

Health Issue	Present on HRA?	Risk Group and Recommendation
<i>Blood Pressure</i>	<input type="checkbox"/>	Men and women: 18 years and older
<i>Cholesterol</i>	<input type="checkbox"/>	Men: 35+years
	<input type="checkbox"/>	Women at <u>elevated</u> CV risk: 20+
	<input type="checkbox"/>	Men at <u>elevated</u> CV risk: 20-34 years
Diabetes	<input type="checkbox"/>	Men and women with blood pressure greater than 135/80 Hg: 18 years and older
<i>Aspirin to Prevent Heart Attack* and Stroke</i> (using Framingham risk algorithms)	<input type="checkbox"/>	Men whose <u>CHD risk outweighs potential harms of aspirin</u> : 45-79 years
	<input type="checkbox"/>	Women whose <u>stroke risk outweighs potential harms of aspirin</u> : 55-79 years
	<input type="checkbox"/>	Warning signs of heart attack and stroke in patient report
Abdominal Aortic Aneurysm	<input type="checkbox"/>	Once for men who have ever smoked: 65-75 years

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Cancer

Health Issue	Present on HRA?	Risk Group/Recommendation
<i>Breast Cancer screening</i>	<input type="checkbox"/>	Women every 2 years: 50 -74 years Women 40-49 years: individualize decision to begin biennial screening according to the woman's context and values
<i>Cervical Cancer screening</i>	<input type="checkbox"/>	Women at least every 3 years: 18-65 years
<i>Colorectal Cancer*</i>	<input type="checkbox"/>	Men and women: 50-75 years

Health Risks

Health Issue	Present on HRA?	Topic
<i>Tobacco Use*</i>	<input type="checkbox"/>	Current or former use
	<input type="checkbox"/>	Relapse prevention
	<input type="checkbox"/>	Recent initiation
	<input type="checkbox"/>	Pack-years
	<input type="checkbox"/>	Readiness to change
Obesity	<input type="checkbox"/>	Readiness to change
	<input type="checkbox"/>	Motivational interviewing content

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Alcohol Misuse*	<input type="checkbox"/>	Problem drinking (AUDIT)
	<input type="checkbox"/>	Drinking and driving/riding
Physical Activity	<input type="checkbox"/>	Vigorous aerobic
	<input type="checkbox"/>	Moderate aerobic
	<input type="checkbox"/>	Strength training
Nutrition	<input type="checkbox"/>	Fruit/vegetables
	<input type="checkbox"/>	Fiber/whole grain
	<input type="checkbox"/>	Calcium* for women
Injury Prevention	<input type="checkbox"/>	Household risks
	<input type="checkbox"/>	Recreational/occupational risks
	<input type="checkbox"/>	Motor vehicle risks

Sexual Health

Health Issue	Present on HRA?	Risk Group/Recommendation
Chlamydia*	<input type="checkbox"/>	Women: 18-25 years
	<input type="checkbox"/>	Women at risk: 25 years and older
Gonorrhea	<input type="checkbox"/>	Women: 18-25 years
	<input type="checkbox"/>	Women at risk: 25 years and older
HIV	<input type="checkbox"/>	Men and women at risk: 18 years and older
Syphilis	<input type="checkbox"/>	Men and women at risk: 18 years and older

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Responsible sexual behavior	<input type="checkbox"/>	Men and women counseling to prevent STDs and unintended pregnancy: 18 years and older
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Other

Health Issue	Present on HRA?	Risk Group/Recommendation
Osteoporosis	<input type="checkbox"/>	Women at <u>elevated</u> risk: 60-65 years
	<input type="checkbox"/>	Women: 65 years and older
Depression	<input type="checkbox"/>	Men and women: 18 years and older

Immunizations

Health Issue	Present on HRA	Risk Group/Recommendation
<i>Flu</i>	<input type="checkbox"/>	Men and women at <u>elevated</u> risk: 18-50 years
	<input type="checkbox"/>	Men and women, annually: 50 years and older
<i>Pneumonia</i>	<input type="checkbox"/>	Men and women, once: 65 years and older;
	<input type="checkbox"/>	Men and women, elevated risk <65
HPV	<input type="checkbox"/>	Women younger than 27 years
Tetanus/Tdap	<input type="checkbox"/>	All men and women
Shingles	<input type="checkbox"/>	Men and women >59
Hepatitis A	<input type="checkbox"/>	At elevated risk
Hepatitis B	<input type="checkbox"/>	At elevated risk

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2. Additional topics important for **worksite wellness and productivity** to include:

Health Issue	Present on HRA?	Topic
Absenteeism	<input type="checkbox"/>	Days missed entirely from work due to personal illness or injury.
Presenteeism	<input type="checkbox"/>	Not counting days missed due to illness, how much did your work performance decline due to personal illness or injury.
Disordered sleep	<input type="checkbox"/>	Quality
	<input type="checkbox"/>	Quantity
	<input type="checkbox"/>	Daytime sleepiness
Anxiety disorders	<input type="checkbox"/>	PTSD
	<input type="checkbox"/>	GAD
	<input type="checkbox"/>	Panic disorder
Bodily pain	<input type="checkbox"/>	
Overall functioning and quality of life	<input type="checkbox"/>	
Allergic rhinitis ("hay fever")	<input type="checkbox"/>	
Disordered eating	<input type="checkbox"/>	

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B. Primary Care

The system shall gather other appropriate self-report information on:

Health Issue	Present on HRA?	Topic
Medications	<input type="checkbox"/> <input type="checkbox"/>	OTC, Supplements Prescription medicines
Chronic disease management adherence	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Hypertension Cholesterol Diabetes Coronary heart disease
Health-related quality of life and overall functional status	<input type="checkbox"/>	
Concerns:	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Personal safety Relationship issues Substance use

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II. Reports

The system shall produce these types of reports:

Type of Report	Available?	Recommended Language
Individual reports for the user that address good points and points that need addressing with their provider (counseling, screening, immunizations).	<input type="checkbox"/> <input type="checkbox"/>	--Findings that need prompt attention should be prominent --Topics should have text discussing their importance
Individual reports for the provider	<input type="checkbox"/>	--Bulleted version of the User report
Individual reports for the nurse or health educator	<input type="checkbox"/>	--Detailed version of the User report that provides subject matter details
Aggregate reports for the organization	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	--Trend reports: sedentary, overweight/obesity, and smoking --Snapshot reports: sedentary, overweight/obesity, and smoking --Snapshot reports: clinical preventive service needs --Snapshot reports: disease management chronic conditions

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III. Functionality

The system shall allow:

Functionality Available?	Individual User	Notes
	-User to generate user ID and password for login	Allows anonymity and longitudinal tracking
	-User to login and complete an uncompleted assessment without starting over	
	-User to review responses before submitting completed assessment	
	-User to view only one question per screen	
	-User to navigate back and forward without using browser controls	
	-User to print individual reports	
	-User to save individual reports as PDF locally	
	-User to retrieve previous report from the website	
Functionality Available?	Organization to have an Enterprise Reports portal for designing and printing aggregate reports	
	time frame (start day/month/year to ending date/month/year)	
	subpopulation (agency, gender, age group, location)	
	topics (lifestyle, disease management, clinical preventive services)	