

Associations Between Health Risk Appraisal Scores and Employee Medical Claims Costs in a Manufacturing Company.

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Relationships between 18 health-related measures and three year medical claims costs were analyzed in health risk appraisal data from 1,838 employees of a manufacturing company. Employees were classified into either high-risk or low-risk groups for each of the measures. The largest high-risk groups were stress (39.7%) and seatbelt usage (38.7%). Females had higher annual medical claims costs than males (\$575.72 versus \$502.76). More females than males had above-average costs (28.6% versus 21%). The high-risk groups had higher annual claims costs than the low-risk groups for all 18 health-related measures. The greatest difference in annual costs between the high- and low-risk groups was for absences due to illness (\$778 per employee per risk factor). High-cost status increased with the number of high-risk categories. Employees with zero high-risk categories had average annual costs of \$190 compared to \$1,550 for employees with six or more high-risk categories. (27 references)