



Best Practices in Tobacco Cessation Support for Employees

Cone Health, NC

*Example Large
Hospital*

Benefits

- Quit Smart tobacco cessation program offered free of charge to all employees and dependents.
- Employees (or dependents) can receive individual counseling for tobacco cessation at the employee pharmacy as well as follow-up throughout the quit process.
- Varenicline is offered at the employee pharmacy at \$0 co-pay for all employees/dependents on a Cone Health plan, with a prescription from a physician. Also available at community pharmacies for low co-pay.
- Bupropion is offered at the employee pharmacy for \$7 for a 30-day supply and \$14 for a 90-day supply or at community pharmacies for a low co-pay.
- A physician visit to obtain any cessation prescription medication at Employer Health Services has no co-pay.
- Nicotine replacement therapy (NRT), such as the patch or gum, is provided at no co-pay. NRT is also sold over-the-counter at the employee pharmacy for employees not on the health plan. After initial counseling, the employee is re-evaluated periodically by a tobacco-cessation coordinator to obtain additional NRT.

Incentives

- Participants in the Quit Smart program who remain tobacco-free for at least 90 days after the last session receive \$100.
- Employees who do not qualify for the “Healthy Lifestyle” premium pay \$30 more per pay period. In order to meet the “Healthy Lifestyle” premium, the employee must meet the healthy guidelines in at least two of three biometric measures (LDL cholesterol, fasting blood glucose, blood pressure) AND be a verified non-tobacco user.
- Employees (or dependents) who complete the Quit Smart program can still qualify for the non-tobacco rate, regardless of whether or not they have quit. Also, employees (or dependents) who do not participate in Quit Smart but who have been tobacco-free for at least 90 days can qualify for the non-tobacco rate (employees must test negative for nicotine).



**Carteret
General
Hospital, NC**

*Example Medium
Hospital*

Benefits

- Employees enroll in the Carteret General Hospital (CGH) tobacco cessation program in order to receive prescription cessation medications. The \$50 program enrollment fee is refunded 6 months after the employee's quit date if he/she has completed the program and remained tobacco-free. The employee may join the CGH program as many times as they desire, but they will be charged the tobacco surcharge if unsuccessful after 2 attempts. The employees are NOT charged the surcharge the first year if they are in a cessation program.
- Varenicline is available with the \$50 program participation fee for employees enrolled in the CGH tobacco cessation program. There is no lifetime limit. For those who choose varenicline, the program lasts 12 weeks.
- Nicotine replacement therapy (NRT) is available with the \$50 program participation fee for employees enrolled in the CGH tobacco cessation program. There is no lifetime limit on NRT. For those who choose NRT, the program lasts 10 weeks.
- If an employee chooses not to enroll in the CGH program, these medications are on formulary through local pharmacies with a prescription from the employee's doctor.

Incentives

- Employees must take the Health Risk Assessment (HRA) and have labs drawn in order to receive the medical insurance premium discount. Their merit increase is affected if they do not complete their Allwell visit.
- After taking the HRA, an employee then receives a lower health insurance premium if he/she is tobacco-free.



**Ashe
Memorial
Hospital, NC**

*Example Small
Hospital*

Benefits

- Annual health screening must be completed to receive merit increase (tobacco use is part of screening).
- In-house tobacco cessation program available for no cost.
- Varenicline and bupropion are both available for \$6 co-pay/month.
- Nicotine replacement therapy is available for \$0 co-pay.

Incentives

- Employees can earn 85-95% of the health insurance premium covered depending on the number of health risks. The fewer health risks, the larger premium reduction.

Definitions

Benefit: All eligible employees receive health insurance benefits for specific services such as doctor visits or prescription medications. These benefits are part of the employees' compensation. A benefit is not dependent on participation in wellness programs or activities.

Disincentive: For the purposes of this document, a disincentive is a deterrent for not participating in a program or for maintaining an unhealthy behavior. For example, a health insurance plan might disincentivize members who use tobacco by putting them in a more expensive health plan.

Incentive: An incentive is a monetary or non-monetary reward for participating in a program or activity. Examples include a lower health insurance premium rate, cash, gift cards, paid time off, etc.