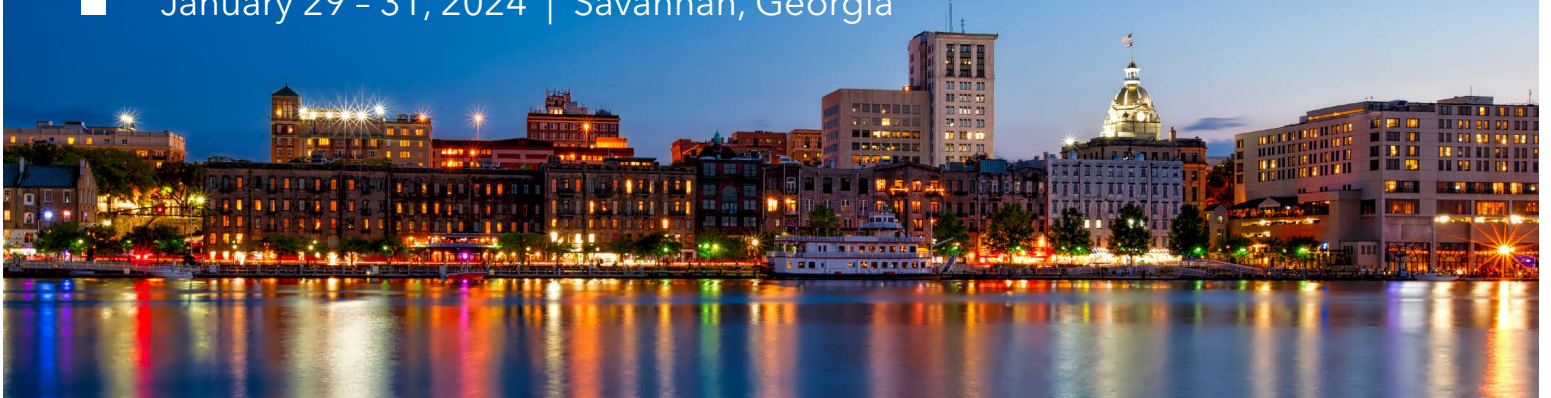


2024 ASHHRA Benefits Symposium

January 29 - 31, 2024 | Savannah, Georgia



ASHHRA
American Society for Health Care
Human Resources Administration



Discover the secrets to crafting a benefits package that prioritizes your employees' wellbeing while reducing costs. At the ASHHRA Benefits Symposium, "Embracing the Contradiction," presenters unveiled how cost-cutting and investing in employee wellbeing can coexist within the hospital and health system industry.

In collaboration with Quantum Health, Hinge Health, Aon, Lyra and Brightside, the two-day event included interactive sessions, peer-sharing and informative sessions.

Attendees learned about upcoming trends and strategies to increase health benefits ROI and create an exceptional benefits experience for the healthcare industry's most valuable asset: our employees.

Key takeaways

Addressing 2023 benefits and employee wellbeing trends

Aon's 2023 Benefits Survey of Hospitals details the shifts in benefits priorities for healthcare executives with data gathered from 1,400+ hospitals and 3.3+ million employees. The results indicate that as employee expectations shift, investing in total rewards and benefits is just as important as managing costs. Health systems can address these seemingly contradictory priorities with value-led strategies and investment in physical, emotional and financial well being offerings fit for a diverse healthcare workforce.

Combating burnout with a comprehensive mental health strategy

As healthcare professionals are expected to provide quality care while managing the demands of their personal lives, the concern for mental health and workplace burnout has risen in recent years. HR leaders can address the growing need for mental health services by going beyond traditional EAP offerings and providing mental health benefits grounded in culturally-responsive care and evidence-based treatments. Providing fast access and tailoring care based on individual experiences and preferences is the next generation of mental health care – delivering the right care at the right time.



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Using digital health programs to improve MSK care for caregivers

With 44.1% of nursing workplace-related absences attributed to MSK diseases, musculoskeletal pain persists as a top cost driver for health system employee benefits plans. Clinically-complete digital MSK treatment programs are integral to providing meaningful and sustained improvement in pain, depression and anxiety that impact caregivers. Enhancing benefit strategies with digital MSK care options that complement domestically provided in-person care by increasing care access and engagement, removes barriers to recovery, improves health outcomes, and reduces overall benefit plan cost.

Tailored health benefits packages for a brighter future

Much like other health systems looking to tackle clinician burnout and improve employee health, Houston Methodist Hospital and Cincinnati Children's

Hospital each built first-class benefits experiences for their employees by diversifying offerings and implementing healthcare navigation. Both health systems discovered that with a single point of contact to address member needs, the benefits experience and their journey towards enhancing employee mental health, facilitating greater utilization of EAPs and yielding greater cost savings is simplified.

Reducing financial stress for frontline employees

The unaddressed financial stress of frontline employees is one of the biggest opportunities for healthcare systems. It impacts everything from turnover to healthcare costs to mental stress. Financial challenges for the average frontline hospital employee are focused on daily needs and money emergencies. Health systems can positively impact their frontline employees' lives and their health system's bottom line by developing a frontline financial strategy.

“The Benefits Symposium was a wonderful experience! It not only introduces you to information/vendors you may not be aware of, but also provides networking opportunities. ASHHRA does a great job of facilitating and encouraging discussions. I would highly recommend attending!”

- Health system benefits leader

