

Congratulations to The Johns Hopkins Hospital for achieving 97 PERCENT HAND HYGIENE COMPLIANCE for the month of July!



inside Hopkins

News bulletin for Johns Hopkins Medicine employees, brought to you by JHM Marketing and Communications

Aug. 18, 2016

PEOPLE

Tobacco Testing to Promote a Healthy Workforce

Employees who test negative for tobacco use will receive a **\$20 per pay reduction**, no butts about it.

A VOLUNTARY TOBACCO testing process takes effect as part of open enrollment this year to reward employees who don't use tobacco. Resources will be available for employees who wish to quit. The benefit is being rolled out across many Johns Hopkins Health System entities to promote employee health, as outlined in the Strategic Plan.

As part of the new process, employees who enroll in health care benefits through the participating health care providers—Employer Health Programs (EHP), CareFirst and Kaiser—may agree to be tested for tobacco. Employees who test negative for tobacco use will receive a \$20 per pay reduction on their medical premiums, which will take effect Jan. 1, 2017.

How does the test work?

The process will only take a few minutes. An employee will be asked to sign a consent form agreeing to take the test and then asked to breathe into a carbon monoxide machine, which detects levels of carbon monoxide in the lungs. Those who take the test and pass will receive the \$20 biweekly reduction on their premium for health benefits in the 2017 calendar year. If an employee tests positive from the first test, he or she will be allowed to take a second test, a saliva test. If the employee tests positive

from the saliva test, or if he/she does not take the second test, no discount will be given.

When and where will employees be tested?

Tobacco testing will be offered at each participating Johns Hopkins Health System location. Testing dates and locations will be released in late August. If you work remotely, you are encouraged to get tested at the nearest Johns Hopkins location. Otherwise, you will have the option to go to a LabCorp facility for urine testing.

Why is Johns Hopkins offering a tobacco discount?

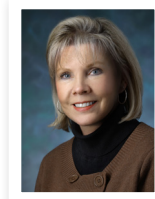
According to Bonnie Windsor, senior vice president of human resources for Johns Hopkins Medicine: "Tobacco use remains one of the most important preventable causes of death and disability in the United States today. We



Whether habitual or social, a tobacco user is any employee who currently uses tobacco. This may include cigarettes, cigars, chewing tobacco, pipe tobacco, snuff, dip, e-cigarettes or any similar tobacco-related product.

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"We recognize the harmful effects of using tobacco, and we want to reward those who don't use and educate employees about the resources available for those who wish to quit."



—Bonnie Windsor, senior vice president of human resources for Johns Hopkins Medicine

INTEGRATION



WHAT IN THE WORLD? Johns Hopkins Aramco Healthcare

JOHNS HOPKINS MEDICINE and energy giant Saudi Aramco envisioned and launched a groundbreaking joint venture in 2014. The result is Johns Hopkins Aramco Healthcare (JHAH), a partnership that serves about 360,000 Saudi Aramco employees and their family members, with longer-term plans to expand and deliver quality health care across the Kingdom of Saudi Arabia.

JHAH is poised to be the Persian Gulf states' leader in such fields as population health, palliative care and emergency management—especially important in an industry where part of the workforce is in close proximity to highly combustible materials and heavy equipment, sometimes isolated hundreds of miles from land.

Saudi Aramco is the world's most valuable company, according to sources such as *The Wall Street Journal*, and it forms the economic and social foundation not only for its employees but also for the entire kingdom.

On a grand scale, the company is government-owned and is the driving force behind the kingdom's budget revenues, export earnings and overall gross domestic product. More narrowly speaking, Saudi Aramco also plays an important role in the everyday lives of Saudi citizens. For example, the company created and invested in its own health system to provide employees with health care for 80 years.

However, with tremendous flux in the energy sector and patients' increased needs for expanded, specialized health care, Saudi Aramco chose to align itself with Johns Hopkins two years ago.

"The JHAH joint venture is

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PATIENT- AND FAMILY-CENTERED CARE

Manage Patient Data, Don't Just Accumulate It

AS A GLOBAL HEALTH care enterprise, Johns Hopkins Medicine generates more data than the average health care organization, which means we are at a greater risk for data breaches, hacking attacks and data mismanagement. Saving and holding on to information because it may be useful in the future is a common practice but may be problematic.

Protected health information, or PHI, includes data in any form—written, oral or electronic—that can be linked to a specific patient. Keeping PHI safe and secure is an essential part of care, and with the rollout of Epic,

the new electronic medical record system, across Johns Hopkins Medicine, it's important for employees to be even more diligent when it comes to the rules governing access to patient records.

"The most frequently occurring data breach events are due to carelessness or human error," according to the Johns Hopkins Privacy Office. However, unnecessarily downloading large amounts of data and sharing spreadsheets of data through unencrypted email or saving data outside Johns Hopkins firewalls are just a few examples of significant

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Tobacco

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recognize the harmful effects of using tobacco, and we want to reward those who don't use and educate employees about the resources available for those who wish to quit."

Employees who are not enrolling in a Johns Hopkins medical plan or who are enrolling but do not wish to receive the reduction do not have to take the tobacco test. And testing only applies to employees; covered dependents will not be tested.

If I am a tobacco user, are there other ways I can earn the premium reduction?

Yes. If you cannot certify that you do not use tobacco products, there are several ways you can still receive the premium reduction.



Complete a telephonic coaching program offered through EHP.



Participate in a Healthy at Hopkins tobacco cessation class at no cost to you or participate in an approved class in your community at your expense. (The eligible classes are the American Lung Association's Freedom From Smoking program and the American Cancer Society's Freshstart program.)



Submit a letter on your physician's letterhead stating that it is unreasonably difficult for you to quit smoking, it is medically inadvisable for you to try to quit tobacco or you are working with your doctor on a tobacco cessation plan.

For more information about tobacco testing, visit hopkinsmedicine.org/human_resources/benefits/tobacco-testing.html. To learn more about the resources available through Healthy at Hopkins, such as coaching through EHP and on-campus tobacco cessation classes, call 410-955-7107.

Entities participating in the tobacco testing program include The Johns Hopkins Hospital, The Johns Hopkins Health System Corporation, Johns Hopkins Medicine International, Johns Hopkins Community Physicians, Johns Hopkins HealthCare, Johns Hopkins Home Care Group, Johns Hopkins Bayview Medical Center, Suburban Hospital, Sibley Memorial Hospital and Johns Hopkins All Children's Hospital.

—Stephanie Price

Johns Hopkins Aramco Healthcare

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being co-led by world-class leaders and has benefited enormously from the knowledge of both Johns Hopkins and Saudi Aramco," says Faisal Al-Hajji, JHAH's new chief operating officer.

It has been no small feat to begin its transition from a health services department at Saudi Aramco to a stand-alone, leading-edge health care organization. The clinical and administrative staff on the ground are already seeing important differences.

"Since JHAH was formed two years ago, our main motivation has been patients and their families. We are focused on making sure that the quality of care they are getting is optimal," says Fatima Al-Rashed, clinical nurse specialist. "Patient satisfaction has really increased."

Other examples of achievements thus far in the joint venture include starting an endovascular surgery program, establishing a cardiac rehab unit, launching a robotic surgery program in urology, expanding hospitalist (inpatient) service to 24/7 and introducing the kingdom's very first Doctor of Nursing Practice program.

Here's a look at JHAH's success by the numbers:

SINCE 2014:

- 102 Johns Hopkins Medicine staff and faculty members served as expert participants
- 40 clinical observations conducted at Johns Hopkins Medicine for JHAH
- 10 surgeries performed by Johns Hopkins Medicine physicians at JHAH
- 211 Johns Hopkins Medicine and Johns Hopkins Medicine International staff and faculty members visited Saudi Arabia
- 62 Saudi continuing medical education hours awarded
- 672 JHAH staff members received clinical and operational training
- 13 students in new Doctor of Nursing Practice program

IN 2015:

- 1,023,789 outpatient visits
- 40,035 emergency medical services visits
- 8,477 surgeries
- 82,502 inpatient days

JHAH's 1,023,789 outpatient visits in 2015 is nearly
3,000 VISITS A DAY.

The Johns Hopkins Aramco Healthcare joint venture is an excellent example of Johns Hopkins' long-standing commitment to improving health

care globally through innovation and discovery, collaborative partnerships, and the desire to do lasting good.

—Kristen Pinheiro

Manage Patient Data, Don't Just Accumulate It

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risks, which is why it's important for data to be managed correctly.

Read through a few tips to learn how to use and store patient data securely, control who has access to it, review data periodically and appropriately destroy it once it's no longer needed.

Outdated and Redundant Data:

Once data has aged 10 to 15 days, there's only a 1 percent chance it will be looked for again. Redundant, outdated or trivial information adds up to almost 70 percent of all data and creates more work for those who have to perform searches.

More Data Does Not Equal More Value: Accumulating data is easier than organizing or managing it, but

more data does not equal more value. Large volumes of data have associated costs, such as human resources, security, management and storage expenses.

Monitor Usage and Transmission:

Data should be used or disclosed only as required by law, institutional policies and as necessary to perform a specific job duty. If data is to be transmitted to external parties by mail, fax or email, it must be done in accordance with organizational policies, such as IT@Johns Hopkins, HIPAA and data trust policies.

Retention, Storage and Disposal:

There are only three possible reasons a document with patient data should exist: it has a business value, for legal

reasons and for retention schedules (medical records have their own unique considerations).

Generally, if the document doesn't fall into one of these categories, it should be destroyed or deleted. If data must be saved, it should be stored only as necessary for the mission of the organization and as permitted by organizational policies. Data must also be destroyed and rendered unreadable prior to disposal.

To submit a complaint to the Privacy Office or for more information, call 410-735-6509 or email hipaa@jhmi.edu. For further resources regarding patient and health plan member privacy, visit intranet.insidehopkinsmedicine.org/privacy_office/.

Hand Hygiene Success

Congratulations to The Johns Hopkins Hospital for its exceptional



results regarding hand hygiene performance. Over the last 14 months, the hospital achieved greater than 90 percent hand hygiene compliance every month and achieved 97 percent for the month of July, which is the highest level the hospital has ever reached.

Skills Enhancement Program Creates New Opportunities

Take advantage of tools and resources to help you meet your education and career goals. The Skills Enhancement Program offers Johns Hopkins Hospital and Health System Corporation employees a variety of free courses to help, including workplace writing and email, math, medical terminology and English as a second language.

For further information, please contact Barbara Edwards at 410-614-0273 or bedward@jhmi.edu, and Jim Sivo at jsivo1@jhmi.edu.

Making Medicine Mercury-Free Award

Congratulations to The Johns Hopkins Hospital and Johns Hopkins Bayview Medical Center for receiving the



Making Medicine Mercury-Free Award, which recognizes facilities that have virtually eliminated mercury from their facilities and have made a commitment to be mercury-free.

From the Editor

Inside Hopkins is published twice a month—on Thursdays—by Johns Hopkins Medicine Marketing and Communications. Email your submissions at least 14 days prior to the requested publication date to Stephanie Price, editor, sprice20@jhmi.edu, for consideration. Upcoming publication dates are **Sept. 1** and **Sept. 15**.