

2024 Health Affidavit Form Frequently Asked Questions

- **Why is Phoebe continuing the Health Affidavit Form (HAF)?**
 - Phoebe is committed to wellness programming that will assist employees and their families enjoy a longer, healthier life. The HAF program is designed to encourage employees and their families to become actively engaged in their own health and wellness.
 - As an organization that is committed to providing a comprehensive benefit package to its employees, Phoebe is not immune from the ever-increasing cost of providing health care coverage to its employees.
- **What does Phoebe hope to achieve with the Biomedical Screening process?**
 - To increase employees' awareness of health related issues, and how individual lifestyle choices can positively or negatively impact one's overall health, wellness, quality of life and longevity, and
 - To address rising health care costs with a positive, proactive, collaborative approach with employees.
- **Isn't the HAF process a HIPAA violation?**
 - No. The HAF does not require submission of the actual values; rather it requires only the health care provider's attestation that the specific indicators have been evaluated.
- **Is the HAF process required for all staff?**
 - All Phoebe employees enrolled in the health coverage provided by Phoebe will have the opportunity to participate in the HAF process. While employees are NOT REQUIRED to participate, Phoebe does encourage all employees enrolled in the health care coverage to participate.
- **What if I participate but my spouse does not?**
 - Because your spouse did not participate in a health-care provider completing the HAF form, you will receive a payroll contribution credit for your participation, but you will not receive the additional discount for your spouse's participation.
- **What will happen to my health care coverage if I am enrolled in the Phoebe health coverage, but choose not to participate in the HAF program?**
 - If you do not participate in the HAF program, you will miss the opportunity to save on your bi-weekly payroll contributions to the health coverage provided through the Phoebe.
- **Will staff in Phoebe see my completed HAF screening form?**
 - The HAF form does not capture any results of screenings. It is designed for your physician to simply certify that the four areas have been reviewed in the current year.
- **How will the HAF program be applied to new employees?**
 - New employees will be given the opportunity to take a form to their doctor. Payroll deduction credits will begin as soon as administratively possible when the completed form is received by Human Resources.
- **How will be the HAF program be applied to employees who become benefit-eligible as a result of a change in status?**
 - The same process as outlined above for new employees will apply to newly eligible enrollees as a result of a change in status.
- **How soon will my participation in the HAF process be reflected in my Phoebe health care coverage benefits?**
 - Your HAF form is due by November 15, 2023, and the results of the 2024 HAF form will determine the 2024 payroll credits.
- **I haven't been sick enough to require a visit to a doctor in years. Why should I have to participate in this process?**

- o Many health conditions that can ultimately have a negative impact on one's overall health, quality of life and longevity can easily go undiagnosed. The 4 indicators included in the HAF process are closely associated with the most prevalent health risks in the United States today, i.e., Cardiovascular Disease (heart disease), Cancer, Respiratory Disease, and Cerebrovascular Disease (strokes).
- o 80% of health issues related to these types of issues can be positively impacted by treatment and lifestyle changes.
- o It is risky behavior to equate not having been to the doctor with being healthy.

- **What if I just had blood work completed?**
 - o Your physician will determine if you need bloodwork to complete the form. In some cases, bloodwork may not be necessary every year based on your age, health history or when the test was last performed.

- **What is my health care provider determines that annual testing is not necessary based on my age, gender or history?**
 - o It is important to know the numbers associated with the 5 indicators included on the HAF. However, if your health care provider determines that annual testing for a specific lab value is not necessary based on your age, gender, history, etc., the provider can note the area as assessed.

- **Where can I get a copy of the HAF form?**
 - o Heartline > Services Resources > Human Resources > Benefits > 2024 Health Affidavit Form
 - o You can obtain a copy of the HAF program forms from the link on the Phoebe portal (www.phoebe-benefits.com) or from your Campus Employee Relations Specialist.

- **What should I do with my completed HAF?**
 - o Be sure to keep a copy of your completed form for your records. Completed HAF forms are to be scanned/e-mailed to Benefits@Phoebe.org, faxed to 610-794-5420 OR submitted to your campus HR Business Partner.