



WELLNESS PROGRAMS

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Program Objectives

(1 of 2)



Establish the significance of wellness programs.



Educate employers about the significance of productivity and the costs of its loss due to illness with a lack of physical health.



Show the steps needed to implement and maintain a successful wellness program.

Program Objectives

(2 of 2)



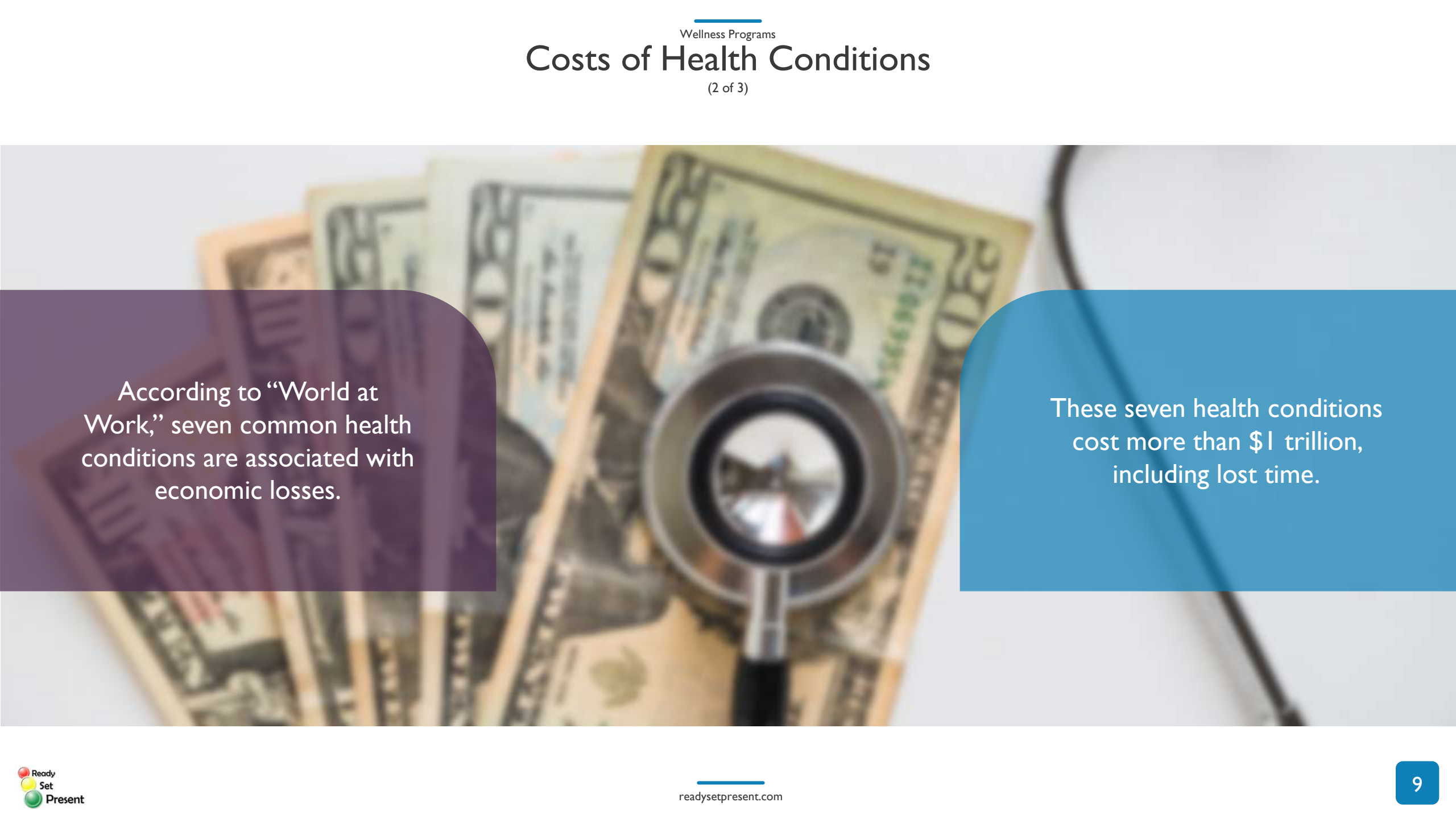
Establish methods for testing the success of a wellness program.



Assess strategies for finding out which wellness programs are most effective for different work environments.

Costs of Health Conditions

(2 of 3)




According to “World at Work,” seven common health conditions are associated with economic losses.

These seven health conditions cost more than \$1 trillion, including lost time.

Wellness Programs

Work and Health

(1 of 3)



Employees spend about **36%** of their waking hours at work.

Work and Health

(2 of 3)

Research has shown that when a wellness program is available to employees:

Morale is higher.



Health care costs are reduced.



Absenteeism rates are lower.



Productivity is higher.



Workplace Costs of Unhealthy Lifestyle Habits

Unhealthy lifestyle habits:



Can consume more than half of corporate profit.


Cost employees and employers in lost productivity.

Can cause disease, disability and death, resulting in high company costs.

Reasons for Developing a Wellness Program

(3 of 3)

Encourages healthier lifestyles:



Discourages smoking,
which is the leading
cause of death.

Discourages physical
inactivity and poor
diet, leading to
obesity.

Educates about
healthy lifestyles.

BENEFITS OF WELLNESS PROGRAMS



CREA
YOUR
AVE

Wellness Programs

Benefits of Wellness Programs

(1 of 5)

Many individuals in the workforce spend more time at work than at home. This provides time for promoting healthy habits and cutting business costs.

More than 81% of businesses with 50 or more employees have some type of wellness program.

Wellness Programs

Benefits of Wellness Programs

(2 of 5)

Tangible Benefits:

Increased productivity.

Reduced worker's
compensation.

Reduced
absenteeism.

Increased employee
retention.

Lower turnover: reduced costs from recruiting and training new employees

Benefits of Wellness Programs

(3 of 5)

Tangible Benefits:



Reduced injury

Weight reduction

Enhanced physical fitness

Health Benefits

(4 of 6)

Lower blood pressure for people with hypertension.



Prevent and manage diabetes.



Achieve and maintain ideal bone mass.



Sleep better.



Prevent chronic back pain.



IMPORTANT COMPONENTS



Important Components

(1 of 4)

Employee assessments:
Determine employee health.

Health screenings:
Detect and treat health issues in a timely fashion.

Self-help materials and programs:
Help employees help themselves through educational materials and programs.

HEALTH RISK ASSESSMENTS (HRA'S)

A woman with long brown hair, wearing a dark blazer over a light blue collared shirt, is seated at a desk. She is holding a black coffee cup in her right hand and has her left hand on a laptop keyboard. The laptop is open in front of her. The background is blurred, showing what appears to be an office or library setting with bookshelves. A semi-transparent blue banner is overlaid across the top of the image, containing the text 'HEALTH RISK ASSESSMENTS (HRA'S)' in white, bold, sans-serif capital letters.

HIPAA stands for The Health Insurance Portability and Accountability Act.

HIPAA was enacted in 1996 under the Clinton administration.

The five requirements are:

The reward must not exceed 20% of the cost of coverage under a plan.

1

2

The program must be reasonably designed to promote health and prevent disease.

The program must give eligible individuals the opportunity to obtain a reward at least once per year.

3

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