

Worksite Wellness

using the

Health and Productivity Model

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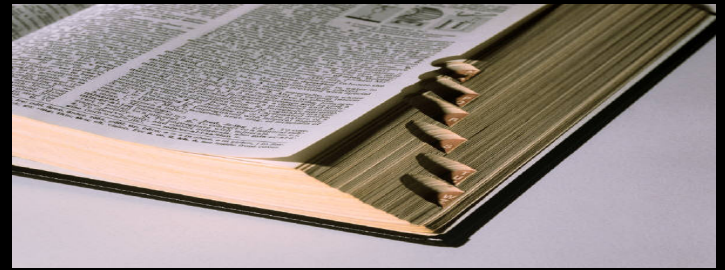


Healthy Maine Partnerships

- ✓ 28 local coalitions
- ✓ 8 Districts
- ✓ Engaged in health promotion
 - ✓ Decreased tobacco use
 - ✓ Physical Activity
 - ✓ Nutrition
- ✓ And Much, Much More



Wellness



A systematic approach to the process of being aware of and actively working toward better health (WELCOA)

Worksite Wellness includes

- ✓ Educational opportunities
- ✓ Activities
- ✓ Policies
- ✓ Skill Building Opportunities
- ✓ Environments



that promote healthy lifestyles to employees, their families and sometimes retirees.

Good for the Bottom Line

Well-designed wellness programs can result in an average 25% reduction in:

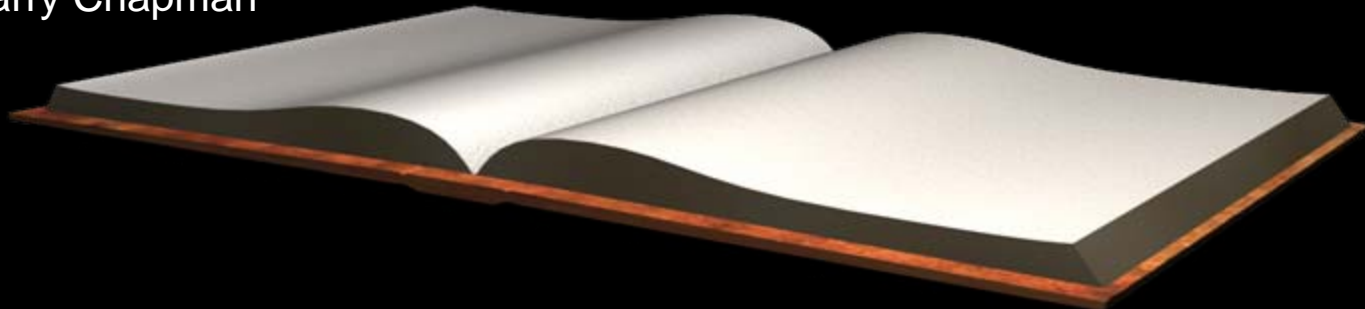
- * *Health-plan costs*
- * *Sick leave*
- * *Disability costs*
- * *Workers' compensation.*



Health and Productivity Model

"The integrated management of health risks, chronic illness, and disability to reduce employees' total health-related costs including direct medical expenditures, unnecessary absence from work, and lost performance at work (i.e., presenteeism)."

Larry Chapman



YES!

Worksite Wellness in Tough Economic Times



✓ Reduced

- ✓ Absenteeism
- ✓ Presenteeism
- ✓ Use Of Health Related Benefits
- ✓ Injuries Costs
- ✓ Worker's Compensation & Disability
- ✓ Employees' Personal Health Care Lower Health Care Costs

✓ Higher Productivity

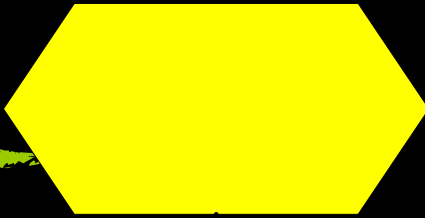
✓ Increased Morale, Loyalty and Job Satisfaction

✓ Great Retention Tool

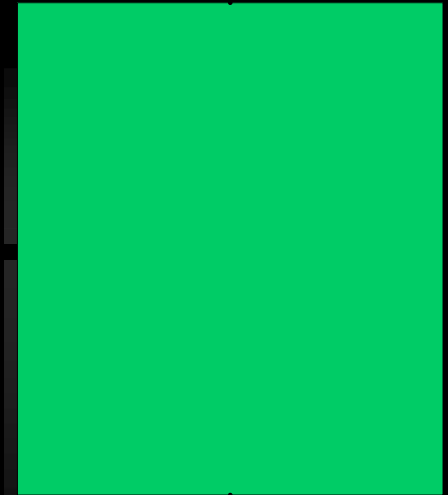
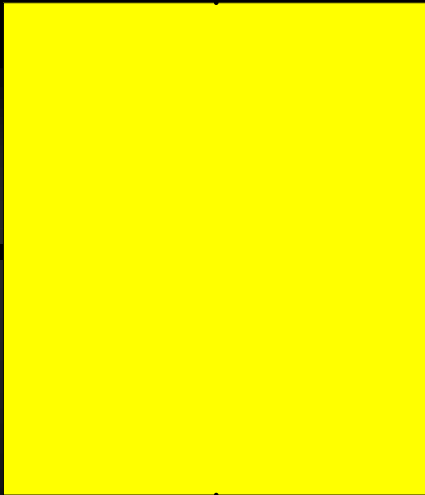
✓ Enhanced Business Reputation & *Customer Loyalty*

Worksite Wellness Models

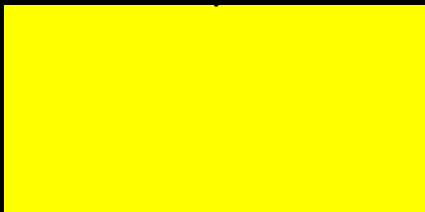
Model



Features

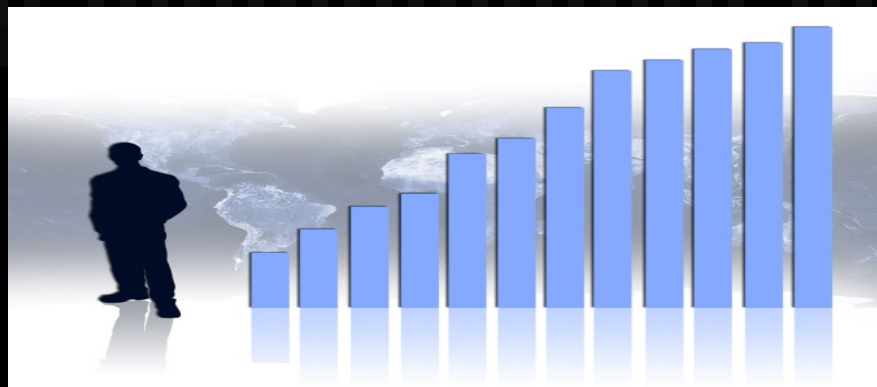


Focus



Health and Productivity Management

- ✓ Primary Focus: Results Oriented
- ✓ Substantial Return on Investment
 - ✓ Generally 1.3 to 1.6 within 2-3 years
 - ✓ Some companies have measured *Return On Investment (ROI)* of 1.18

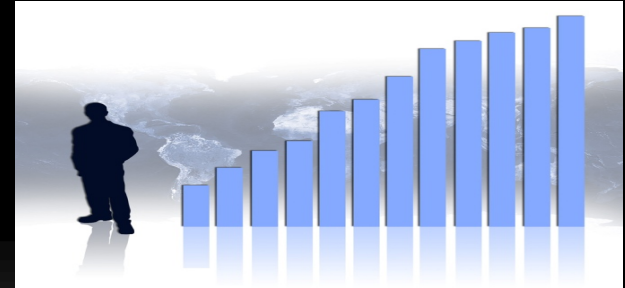


Health and Productivity Management

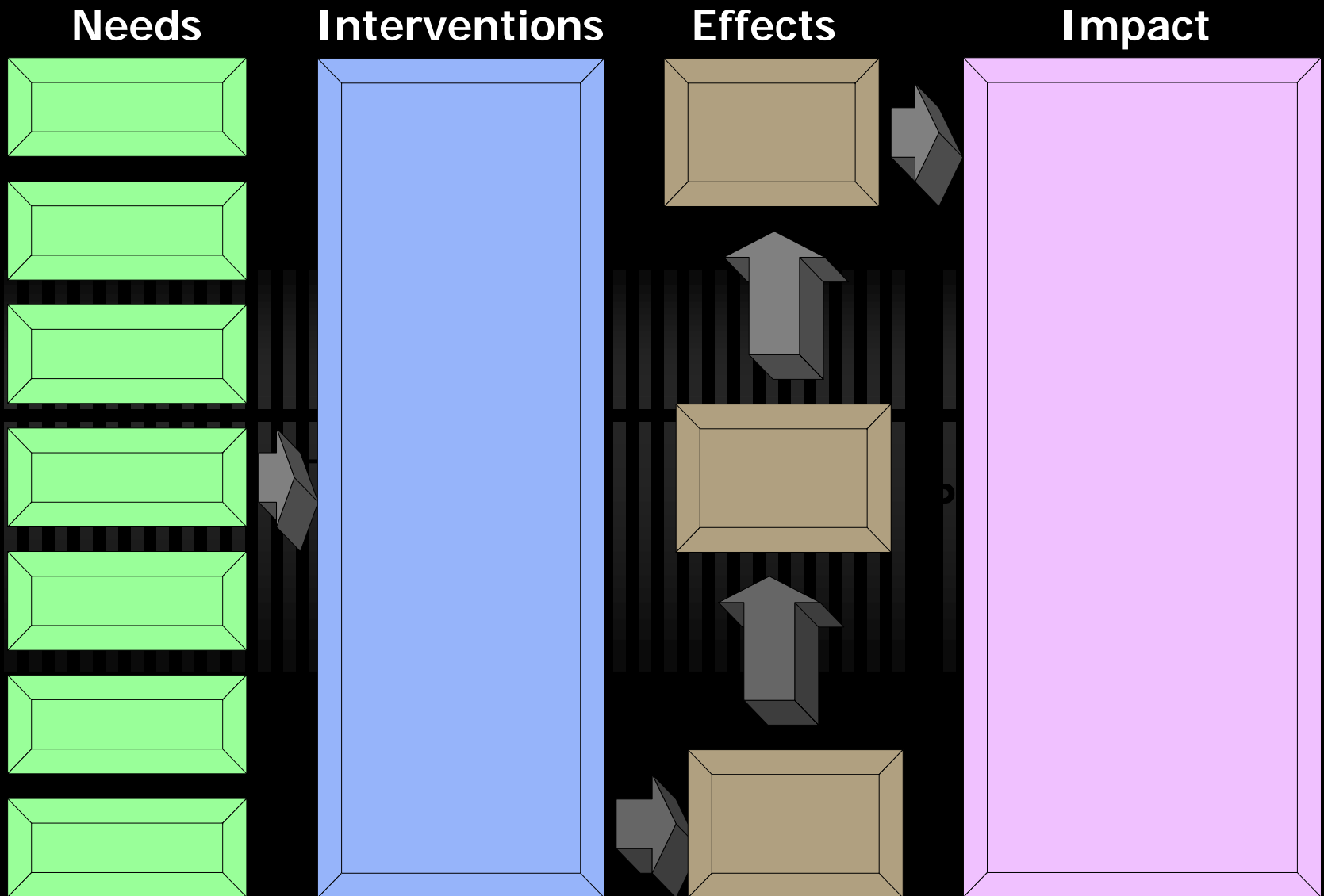


✓ Main Features

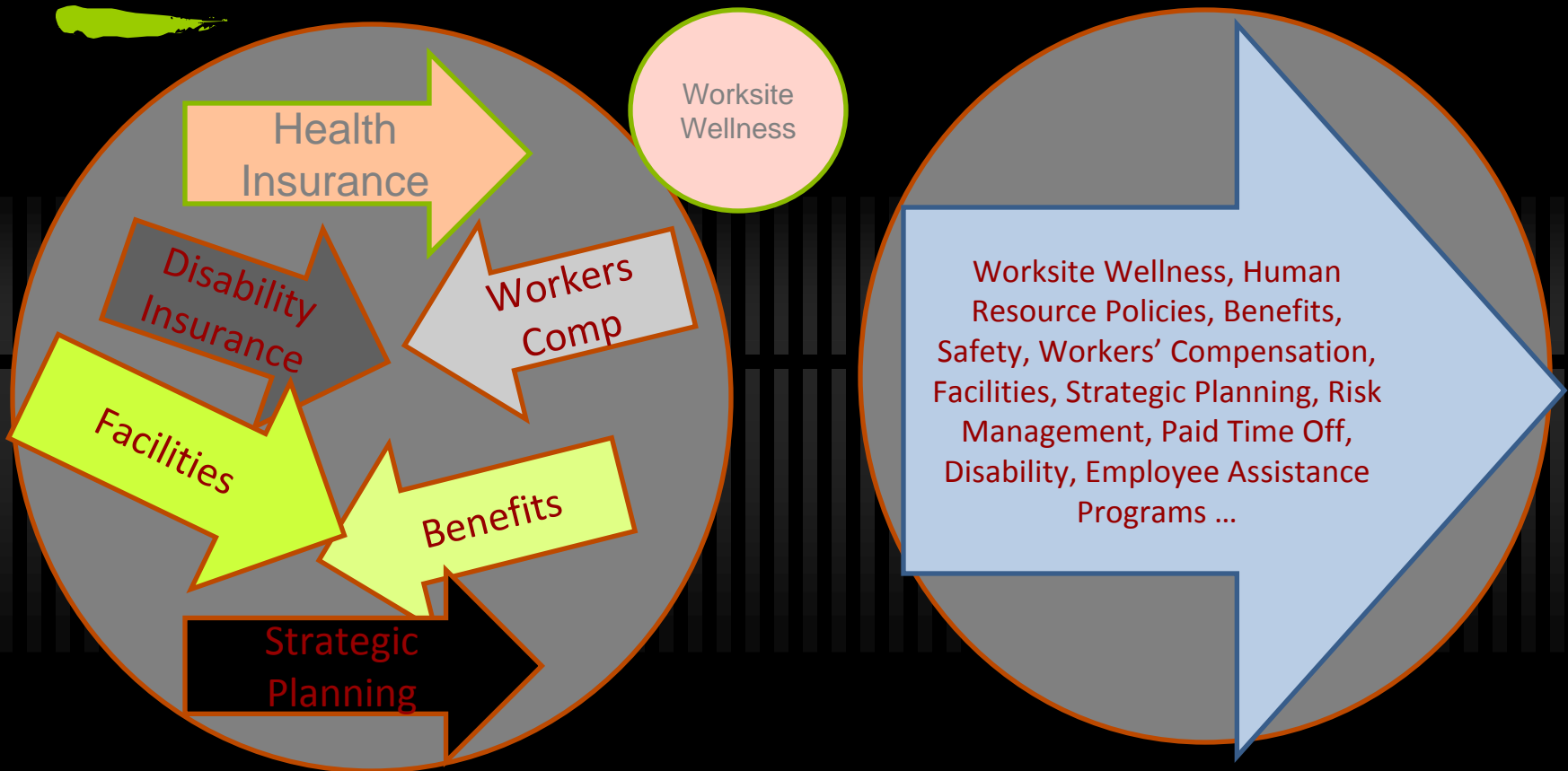
- * Adds Productivity
- * Strong Risk Reduction
- * Strong High Risk Focus
- * Some Activity Required
- * Interventions: on Site, Connects to Community Activities and use of Virtual Platforms
- * Major Incentives usually tied to health insurance, tax incentive payments, paid time off...
- * Many Spouses and Dependents Served
- * Rigorous Evaluation



Health and Productivity Model Framework



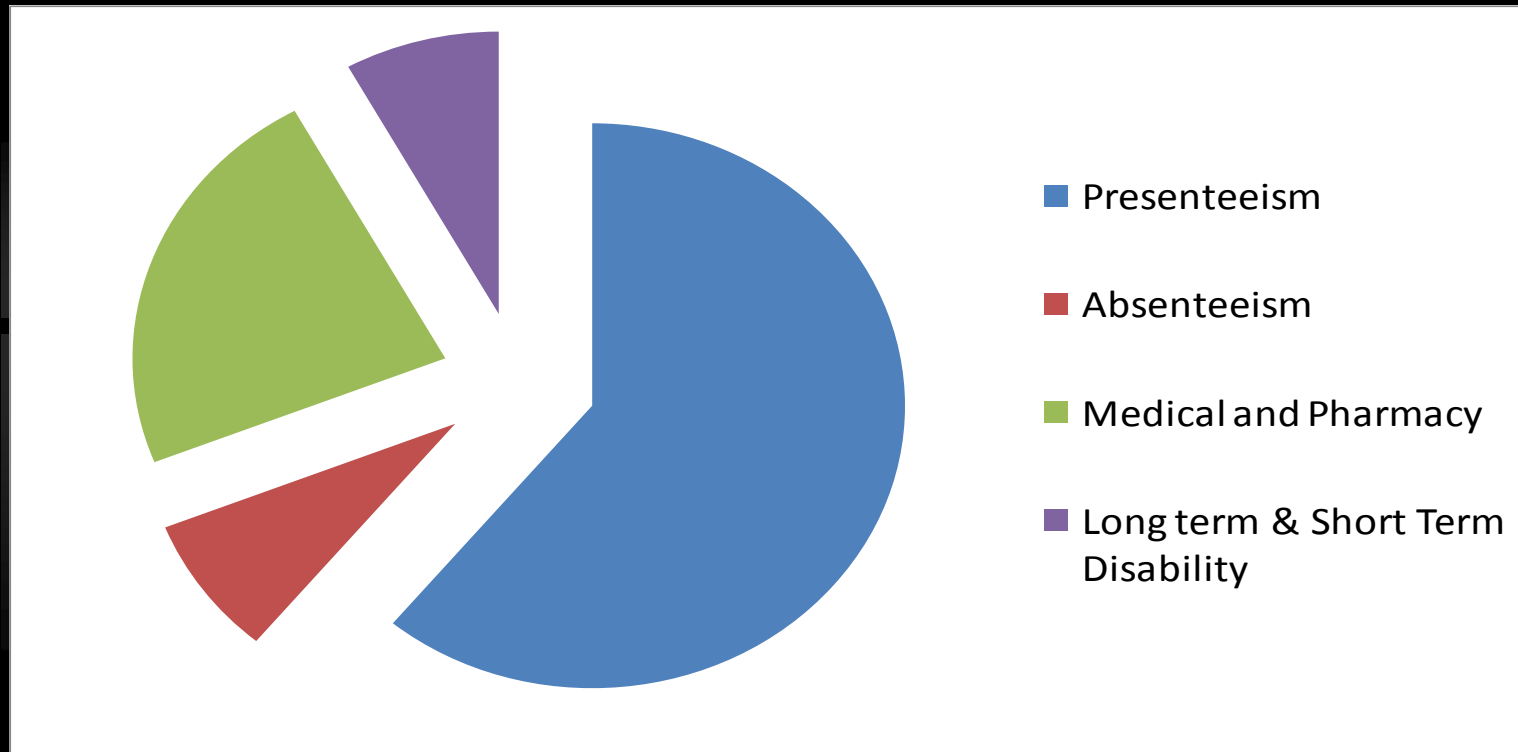
Organizational Approach to Worksite Wellness



Key Components of Successful Worksite Wellness

- ✓ Strong Management Support
- ✓ Wellness Team
 - ✓ strong leadership, meets regularly, is visible, communicates regularly, has agendas and meeting minutes
- ✓ Data
 - ✓ collected and used to drive initiatives
- ✓ Written Workplans
 - ✓ Include goals, objectives, strategies, timelines, budgets and evaluation components
- ✓ Supportive Environments & Policies

The Cost of Health Risks



Presenteeism Estimates: Work Productivity Short Inventory (WPSI) Example Average Number of Unproductive Hours in a Typical 8 Hour Day*

- ✓ Depression 2.2
- ✓ Anxiety 2.2
- ✓ High Stress 2.3
- ✓ Allergies 2.8
- ✓ Arthritis 3.2
- ✓ High Blood Pressure 3.4
- ✓ Migraine 4.3
- ✓ Diabetes 4.0
- ✓ Respiratory Infection 4.1
- ✓ Heart Disease 4.3



*On days when affected by the condition Source: Goetzel R, Ozminkowski R, Long S. JOEM. 2003 July; 45(7): 743-762.

HCCA and other HMPs Offer

- ✓ Access to the Healthy Maine Partnership
Healthy Maine Works! Software Program
- ✓ Through the Software Program
 - * Health Risk Assessments
 - * Aggregate data for worksites
 - * Employee Interest Surveys
 - * Assessments of culture, assets, policies, etc
 - * Written detailed workplans



And...

- ✓ Assistance in Developing Policies
- ✓ National and State Resources
- ✓ Links to community resources
- ✓ Work Alert!



Each HMP relies on Local Input and Decisions

Call **YOURS** to find out more about
Healthy Maine Works! Software Program

Thank You

Contact information for your HMP:

<http://www.maine.gov/dhhs/boh/hmp/> □

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Email: awagner@mcd.org - 207-588-5019

www.healthycommunitiesme.org

