

Wellness: From Workplace to Washington

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Agenda

- Wellness in the Workplace
- Wellness in Washington
- Wellness in the Wheel
- Conclusion

Information taken from:
<http://www.fittogetherinc.org/WorkplaceWellnessAbout.aspx>
<http://wellnessprogramblog.com/company-wellness-programs-effective-components/>
<http://www.regence.com/industry/wellness-programs/getting-the-most-from-a-wellness-program.jsp>
http://energycommerce.house.gov/index.php?option=com_content&view=article&id=1814:house-makes-history-on-health-reform&catid=122:media-advisories&Itemid=55
http://www.bukisa.com/articles/34173_is-it-possible-to-change-someone-else
<http://wellnessprogramsintotheworkplace.com/>
<http://workplacewellnessprograms.net/>
<http://workplacewellnessprograms.org/>

2 November 17, 2009



Wellness in the Workplace

- Disturbing Observations
- What is Workplace Wellness?
- Why Workplace Wellness?
- Workplace Wellness Program
- ROI
- Keys to Success

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Wellness in the Workplace

- Disturbing Observations
 - 59% of adults are overweight or obese
 - More than 60% of American adults do not exercise regularly
 - More than 75% of adults do not consume the minimum recommendations for fruits and vegetables
 - Heart disease is the most common cause of death and the leading cause of death in smokers
 - Typical American now works about 47 hours per week
 - 75% of employees believe that they have more on-the-job stress than the generation before them
 - 26% of workers reported they were often or very often burned out or stressed by their work

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Wellness in the Workplace

- What is Workplace Wellness?

Workplace wellness is an organized program to assist and support employees in establishing healthier lifestyles. This can include increasing employee awareness on health topics, scheduling behavior change programs, and/or establishing company policies that support health-related objectives. Programs and policies that promote increased physical activity, tobacco use prevention and cessation, and healthy food selections are a few examples.

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Wellness in the Workplace

- Why Workplace Wellness?
 - Benefits of healthy employees
 - Lower Health Care Costs
 - Reduced Injuries
 - Reduced Absenteeism
 - Increased Morale and Loyalty
 - Higher Productivity
 - Reduced Use of Health Care Benefits
 - Reduced Workers' Comp/Disability
 - Positive Perception in Community
 - Reduced Turnover
 - Better recruitment for skilled employees

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Wellness in the Workplace

- Why Workplace Wellness?
 - Experts indicate that preventable illness makes up 60% - 70% of the entire burden of illness in the U.S
 - 2/3 of all preventable deaths are due to tobacco use, physical inactivity, and poor nutrition

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Wellness in the Workplace

- Why Workplace Wellness?
 - Ways to Prevent Common Preventable Chronic Diseases
 - Improving dietary practices
 - Increasing physical activity levels
 - Managing stress or addressing work life balance issues
 - Reducing/eliminating tobacco use

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Wellness in the Workplace

- Workplace Wellness Programs
 - Goals of Wellness Workplace Programs
 - Change Behavior
 - Reduce Risk Factors
 - Save Healthcare Dollars
 - Typically target specific health risks, such as high blood pressure, smoking and cholesterol

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Wellness in the Workplace

- Workplace Wellness Programs
 - Awareness Programs
 - Education Programs
 - Lifestyle/Behavior Change Programs
 - Environmental and Organizational Support

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Wellness in the Workplace

- Workplace Wellness Programs
 - Awareness Programs
 - Health information made available to employees
 - Pamphlets
 - Wellness articles in newsletters
 - Bulletin board displays
 - E-mail health messages
 - Health fairs
 - Inexpensive
 - No extensive time commitment
 - Typically no healthier behavior change

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Wellness in the Workplace

- Workplace Wellness Programs
 - Education Programs
 - Similar to Awareness Programs
 - More information
 - Question & answer time
 - Lunch-n-Learn sessions
 - Inexpensive
 - No extensive time commitment
 - Typically no healthier behavior change unless ongoing support or incentives are also planned

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Wellness in the Workplace

- Workplace Wellness Programs
 - Lifestyle/Behavior Change Programs
 - Weekly sessions or workshops
 - More information
 - Question & answer time
 - Lunch-n-Learn sessions
 - Cost more
 - More time commitment from employers and employees
 - Results are often the desired positive lifestyle change
 - Examples
 - Smoking cessation classesW
 - Weight loss and weight management meetings
 - Ongoing fitness program

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Wellness in the Workplace

- Workplace Wellness Programs
 - Environmental and Organizational Support
 - Highest and most important level to include in order to support and maintain healthy behaviors
 - Policy changes could include
 - Creating a smoke-free workplace
 - Designating a walking path
 - Establishing onsite fitness centers
 - Ensuring healthy vending machine selections
 - Offering healthy food choices in the cafeteria
 - Establishing flex-time policies
 - Subsidizing healthy vending machines or cafeteria choicesR
 - Reimbursing gym or weight loss program memberships
 - Providing insurance incentives for healthy behaviors

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Wellness in the Workplace

- Workplace Wellness Programs Should Include
 - Health and productivity management model
 - Health risk appraisal
 - Biometric testing
 - Incentives
 - High participation rates
 - Wellness coaching
 - Multiple formats
 - Upper management support

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Wellness in the Workplace

- Workplace Wellness Programs Should Include (con't)
 - Frequent contact
 - Open enrollment
 - Family participation
 - Smoking cessation
 - Exercise
 - Weight management
 - Stress management
 - Wellness screenings/immunizations
 - On-site medical care

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Wellness in the Workplace

- Workplace Wellness Program Ideas
 - Conduct an Employee Needs & Interest Survey
 - Develop a Corporate Health Promotion Program Committee
 - Select medical programs that cover expenditures for weight management and smoking cessation
 - Waive co-pay or reimburse for preventive healthcare visits
 - Put up handouts on a variety of wellness subject matters for staff members to take
 - Create a wellness resource center or library with videos, books, magazines, DVD's on a variety of subject matters of interest to workers
 - Identify workers who are mentors or champions for healthy activities and ask them to present or to list as a contact for other workers

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Wellness in the Workplace

- Workplace Wellness Program Ideas (con't)
 - Develop and reward periodic or regular educational sessions.
 - Develop monthly educational sessions on the national health observance topic
 - Post a Wellness Bulletin Board & update it monthly
 - Put up messages from national health observances during the month
 - Publish healthy tips in newsletters, paycheck stuffers, bulletin boards, etc.
 - Offer a benefits fair
 - Organize organization fitness and healthy eating challenges
 - Organize business wellness fairs or other onsite programs

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Wellness in the Workplace

- ROI
 - Every \$1 invested in workplace health promotion/wellness programs yields savings ranging from \$1.49 to \$4.91
 - Median savings of \$3.14
 - Workplace wellness literature review posted in Health Promotion Practitioner Journal found:
 - 19 studies found a 28.3% reduction in sick leave
 - 16 studies demonstrated a 5.6:1 return on investment
 - 23 showed a 26.1% reduction in medical costs
 - 4 found a 30% reduction in direct medical and workers' compensation claims

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Wellness in the Workplace

- ROI
 - Business: Madison magazine
 - Return on Investment (Per dollar ROI for lifestyle programs)
 - Coors \$6.15
 - Kennecott \$5.78
 - Equitable Life \$5.52
 - Citibank \$4.56
 - General Mills \$3.90
 - Travelers \$3.40
 - Motorola \$3.15
 - PepsiCo \$3.00
 - Unum Life \$1.81

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Wellness in the Workplace

- Keys to Success
 - Senior Management Support & Employee Involvement
 - Active Workplace Wellness Committee
 - Program is Based on Employee Needs & Interests
 - Goals and Objectives are Established
 - Detailed Action Plan Based on Resources & Budget
 - Program Implementation & Internal Marketing
 - Evaluation of Outcomes and Program

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Wellness in Washington

- H.R. 3962 (Affordable Health Care for America Act)
 - Miscellaneous
 - Wellness Initiatives
 - Workplace Wellness Grants
 - Outside Observations

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Wellness in Washington

- H.R. 3962 (Affordable Health Care for America Act)
 - Miscellaneous
 - Wellness appears 100 times in the bill
 - To be effective July 1, 2010
 - 'Wellness services' are defined as –
 - Any health-related service or intervention, not including primary care, which is designed to reduce identifiable health risks and increase healthy behaviors intended to prevent the onset of disease or lessen the impact of existing chronic conditions by teaching more effective management techniques that focus on individual self-care and patient-driven decision making.

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Wellness in Washington

- H.R. 3962 (Affordable Health Care for America Act)
 - Wellness Initiatives
 - Prevention and Wellness Trust
 - \$2.4B in 2011 increasing to \$3.6B in 2015
 - Covers the following:
 - > Prevention Task Forces
 - > Prevention and Wellness Research
 - > Delivery of Community Preventive and Wellness Services
 - > Core Health Infrastructure for State, Local and Tribal Health Departments
 - > Core Public Health Infrastructure and Activities for CDC

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Wellness in Washington

- H.R. 3962 (Affordable Health Care for America Act)
 - Workplace Wellness Grants
 - Awarded to small employers (as defined by the Secretary)
 - 50% of costs of qualified wellness programs
 - Up to 3 years
 - Maximum of:
 - > \$50,000
 - > \$150 x number of employees in any plan year

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Wellness in Washington

- H.R. 3962 (Affordable Health Care for America Act)
 - Workplace Wellness Grants
 - Qualified Wellness Programs
 - Consistent with research and best practices
 - Includes any 3 wellness components
 - > Health Awareness Component
 - > Employee Engagement Component
 - > Behavioral Change Component
 - > Supportive Environment Component

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Wellness in Washington

- H.R. 3962 (Affordable Health Care for America Act)
 - Workplace Wellness Grants
 - Wellness Components
 - Health Awareness Component
 - > Health Education
 - > Health Screenings
 - Employee Engagement Component

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Wellness in Washington

- H.R. 3962 (Affordable Health Care for America Act)
 - Workplace Wellness Grants
 - Wellness Components
 - Behavioral Change Component
 - > Counseling
 - > Seminars
 - > On-line programs
 - > Self-help materials
 - > Other programs which provide technical assistance and problem solving skills

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Wellness in Washington

- H.R. 3962 (Affordable Health Care for America Act)
 - Workplace Wellness Grants
 - Wellness Components
 - Supportive Environment Component
 - > Tobacco use at the worksite
 - > Nutrition of food available at the worksite through cafeterias and vending options
 - > Minimizing stress and promoting positive mental health in the workplace
 - > Encouragement of physical activity before, during and after work hours

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Wellness in Washington

- H.R. 3962 (Affordable Health Care for America Act)
 - Workplace Wellness Grants
 - Participation Requirements
 - Available to all employees
 - Participation by employees is not mandated
 - May provide financial reward for participation so long as reward is not tied to the premium or cost-sharing of the individual under the health benefits plan

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Wellness in Washington

- H.R. 3962 (Affordable Health Care for America Act)
 - Outside Observations
 - According to an actuarial report prepared by the Centers for Medicare and Medicaid Services

While many argue that wellness programs decrease costs by preventing expensive-to-treat diseases, they don't save money. More screenings and preventive care combined with a longer lifespan generally increase costs.

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Wellness in the Wheel

- Dimensions of Optimal Health in Life-Wheel
 - Physical fitness
 - Spiritual health
 - Emotional health
 - Social support
 - Intellectual stimulation

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Wellness in the Wheel

- Cannot change other people
- Unless the person is willing to change, they won't
- Most effective way of "helping" to bring change into a person's life is constructive influence.

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Conclusion

- Wellness in the Workplace
 - Integrated approach
- Wellness in Washington
 - Hurry and Wait
- Wellness in the Wheel
 - Be intentional

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