



# Wellness Programs for the Worksite

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# Diseases of Lifestyle

- Behaviors contribute 50% to our health status and our environment 20% to our health.
- Heart disease, cancer, stroke, COPD, diabetes and HIV/AIDS are considered “diseases of lifestyle”.
- These “diseases of lifestyle” resulted in \$510 billion in medical costs in 2000.
- They are the leading cause of illness, disability and death in the US.
- Results in poor health, absenteeism and leading a less productive life.





# Changing Behaviors – what can be done.

- Most of us know what to do but may not know how to do it.
- We need to know how to be S.M.A.R.T.
  - Set a clear, achievable goal.
  - Monitor your progress
  - Arrange your world for success.
  - Recruit a support team.
  - Treat Yourself





# What can be done...

- Cooper clinic reports fitness can reduce costs by 50% (American College of Sports Medicine, 2004)
- For every \$1 spent addressing behavioral needs - \$3-\$30 is saved in medical costs. (Friedman, 1996)
- Employers can help promote proper health management and behaviors.





# Worksite Wellness

- Employers need to become more proactive with employee wellness.
- Mental wellness is equally important as physical wellness.
  - Depression is the number one obstacle to productivity.
  - Stress, depression, hypertension can be directly tied to poor diet and no exercise.
- There are ways for employers to help promote better health!





# Wellness Programs

- Employee Assistance Programs
- On-Site wellness Fairs
- Lunch & Learns
- Health Incentive Programs
- Promote proper diet & exercise





# Employee Assistance Plan

- Provides quick easy access to mental health professionals.
- Access to counselors telephonically and for face-to-face sessions. Generally 3-6 visits per episode.
- Training with supervisors, management on how to identify and direct employees towards the EAP program when it is needed.





# What is the benefit of an EAP?

- Goal is happier more productive employees.
- Reduces absenteeism related to mental health issues – stress, anxiety, depression.
- Employees are more productive.
- Potential medical cost savings to the employer.





# Wellness Programs

- On-Site Wellness Fair & Lunch/Learns
  - Body Mass Index, flu shots, blood pressure testing and Health Risk Assessments.
  - Invite local vendors to promote their services.
  - Have luncheons with a speaker on health topics. (i.e. dietician, trainer)





# Health Incentive Programs & Health Promotion

- Discount program for employees at a local health club.
- Contests
- Internal Exercise Programs
- Promote healthy foods
  - Where do you buy lunch.
  - What's in your vending machine?
  - Soda v.s. vitamin drinks/water
  - Candy v.s. fruits/healthy snacks.
- Payroll stuffers on flu shots, allergies, etc....





# What are the costs

- Wellness Fair - \$200 to \$750 per fair
- Lunch/Learns - \$7 per employee
- Contests - \$100 to \$300
- EAP Programs - \$3 - \$6 per employee
- Internal Exercise Programs - Minimal
- Promote healthy foods - Minimal
- Payroll stuffers - Minimal

