

As featured in the May 2010 issue of



WORKPLACE WELLNESS PROGRAMS MAY INCLUDE:

- **Awareness Raising Activities:** Health and wellness newsletters, health topics covered in payroll stuffers, healthy emails.
- **Health Risk Assessment:** Employee health screenings, wellness fairs, health risk appraisals.
- **Educational Programs:** Lunch and Learn wellness presentations, guest speakers.
- **Skill Building:** Healthy cooking demonstrations, activity challenges, CPR instruction opportunities, stress management classes, weight management classes.
- **Interventions:** Massage, tobacco cessation, and skills to help you get the most out of your doctor visit.
- **Physical setting:** Healthy items in the vending machines and cafeterias, clean air practices, ergonomics, bike racks, flex time, well-lit stairways.
- **Evaluation:** Employee needs assessment, baseline Worksite Wellness Plan evaluation measures, on-going Worksite Wellness Plan evaluation of overall effectiveness.

BENEFITS OF WORKPLACE WELLNESS PROGRAMS:

- **Improved Productivity** - The Canada Life Assurance Company realized a 4 percent rise in productivity after establishing an employee fitness program.
- **Improved Job Satisfaction** - According to employee opinion surveys conducted by the Silverstone Group about their Workplace Wellness Programs, employees' morale improved, which helped support a more creative work environment.
- **Enhanced Recruitment & Retention** - In the midst of a tight labor market, Workplace Wellness Programs could be a vital tool to draw new recruits.
- **Decreased Absenteeism** - Canada Life Assurance Company's rates of absenteeism dropped 42 percent among employees in the Workplace Wellness Programs.
- **Decreased Workers Comp & Disability** - In one year, Boeing Company's number of back injuries decreased by 34 percent. Six million dollars was saved by tracking injuries as they occurred.
- **Managed Healthcare Costs** - Golden, Colorado Adolf Coors Company's Workplace Wellness Programs returned \$6.19 for each dollar spent.

Source: <http://wellnessintheworkplace.net/>