

Wellness -
a
working concept?

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Outline

- Introduction
- Definitions
 - Work, healthy worker effect, wellness, wellness programme
- WHY Wellness programme?
- Do they work? An example or two
- What do you do?
- How do you do it?
 - Essentials for effectiveness and ?legal requirement
- Hooks to watch out for
- Conclusions
- Questions

Definitions

- WORK
 - Physical or mental activity
 - “for hire or reward”
HSE Act 1992
- Healthy worker effect
 - Workers healthier than average population
 - Healthy workers self select in work



Definitions



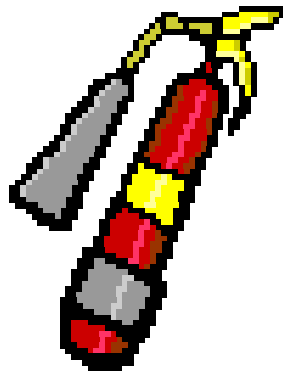
- **WELLNESS**
 - **an active process of becoming aware of and making choices toward a more successful existence**
“Nat wellness Institute USA”
 - Wellness is a state of emotional, occupational, mental, physical, social and spiritual well-being that enables people to reach and maintain their personal potential in their communities.

Definitions

- Wellness programme
 - An attempt by a company to achieve in their employees “a state of emotional, occupational, mental, physical, social and spiritual well-being that enables people to reach and maintain their personal potential” - perhaps a bit big



Definitions

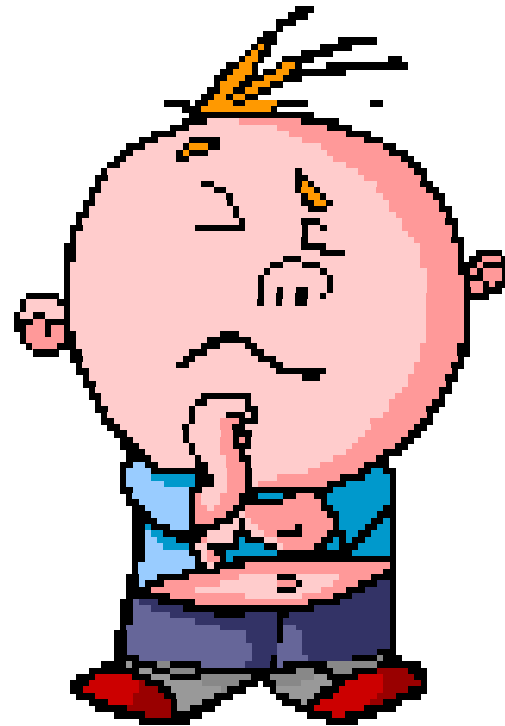


- Wellness programme
- The employers view
 - A systematic attempt to reduce risk for disease or injury in employees
 - A definition in terms of risk rather than performance
 - A way of increasing productivity
 - A soft approach to tackle some hard problems eg retention of staff/
commitment to company/

Wellness Programme

WHY?

- Given healthy worker effect
- Given individual responsibility
- Given medical insurance
- Given cost of such a service



Because.....

- A way of tackling absenteeism (6-20 times accident costs)
- A way of showing commitment to "our most important asset"
- Cost benefits (↓ sick leave, ↑ productivity)
- Aging workforce = ↑ health problems
- Legal compliance- can be a way of dealing with stress and fatigue

and.....

- An attempt to be a good employer and so a good community member (triple bottom line)
- (Jims theory of changing communities-workplaces as the new village)

Do they work?

- Johnson and Johnson (Proctor and Ganble similar effects)
 - 18 331 employees participants '95-'99
 - Savings \$225/person/annum-\$8.5m /yr
 - Mostly admin savings and lower med fees
 - 90% participation now 26% to start
 - Linked to financial incentives
 - Reduction in 8/13 risk categories eg smoking, cholesterol, driving behaviours seen after 2.5yrs

Important points about J+J

- Large numbers i.e. huge employer
- Long term investment for medium term return
- Changed programme through time
- Baseline check on staff to measure change
- American system of healthcare (private)
- Integrated system with HMO's (that is providers of services)

Wellness Programme

HOW?

- Assess what it is you want to change/enhance
- Measure it
- Be aware of risks
- Go for wins
- Get buy in
 - rewards
- Integrate it into the business
- Do it for a while
- Remeasure and reassess



Essentials for effectiveness 1

- Aligned with business strategies
- A leader or champion
- Team members are enthusiastic about championing programme
- Senior management buy in with resources
- Business operations managers are key members of the team

Essentials for effectiveness 2

- Wellness and health promotion staff members are heavily involved.
- Research and outcomes projects set up demonstrate link btwn productivity and health
- A corporate consensus exists - improving the quality of work life improves productivity and cost savings will result.
- It takes time!!!

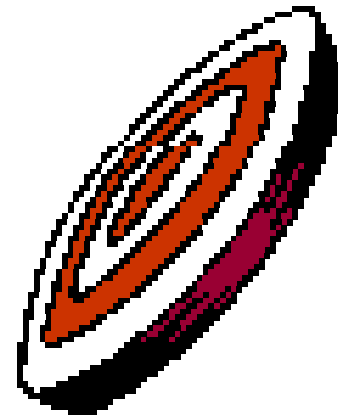
Hooks for the unwary?

- What about the healthy?
 - Rewards?
- What about the lapsed?
 - 2nd go at rewards?
- What about the accentuate the positive approach?
 - Only risks targeted?
- Not doing H+S well and then expecting staff to do something about their risk



So what do you Target?

- Unique to your staff
 - Some risks here to think about
 - Link them to H+S as direct business risks
- Early winners
 - Exercise
 - Smoking
 - Stress
 - Fatigue
 - Weight
 - Simple risk eg seatbelts, sunscreen





approach

- *Stage One – analysis of overall staff wellbeing*
- *Stage Two –determine business goals and complete cost-benefit analysis*
- *Stage Three –initial individual assessment.*
- *Stage Four – education drive understand wellbeing*
- *Stage Five – introducing Healthy Performance Strategies*
- *Stage Six – establish Healthy Performance Strategies*
- *Stage Seven – follow-up and evaluation*

Remember.....



- Integrate with existing services eg national programmes
- Feedback after measuring outcomes
- Don't measure outcomes too early, this takes a while



References

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