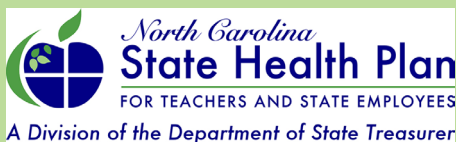


Making the Case for Worksite Wellness

“Worksite Wellness is helping corporate America reduce health care costs and absenteeism while making employees happier and more satisfied with their work.”

We in state government need to make a similar commitment to improving the lives and health of our employees by providing wellness programs and making policy changes.”

Steve Troxler,
Commissioner
NC Department of
Agriculture and
Consumer Services



Why should Employers Invest in Worksite Wellness Programs?

It makes good business sense, and it is the right thing to do. Research studies and corporate wellness initiatives have shown that worksite wellness programs can significantly reduce employer costs and improve employee health. Healthier employees are more likely to stay in their jobs, less likely to be absent and have lower health care costs.

Reduce Health Care Costs

One review cited that worksites with health promotion programs saved an average of **\$3.72 on health care costs for every \$1 invested** in worksite wellness. ⁽¹⁾

Lower Absenteeism Rates

Studies show an average of **\$5.06 saved on absenteeism for every \$1 invested** in worksite wellness. ⁽¹⁾

Decrease Worker's Compensation and Disability Claims

Studies of worksite health promotion programs have found an **average 30 percent reduction in worker's compensation and disability claims costs.** ⁽²⁾

Increase Employee Productivity and Retention

One business found that its cost of chronic conditions was 10.7% of total labor costs; **6.8% was attributed to work impairment alone.** Also, employees in self-rated healthier work environments reported **improved morale and lower intention to quit.** ^(3,4)

Leading the Way to an Effective Worksite Wellness Program



What can you do?

The Centers for Disease Control and Prevention developed The Guide to Community Preventive Services for health promotion programs in communities.⁽⁵⁾ Additionally, the North Carolina State Health Plan commissioned the North Carolina Institute of Medicine to write a report outlining “best practices” for worksite wellness.⁽⁶⁾ These sets of expert recommendations guide the NC HealthSmart Worksite Wellness Program. These recommendations include:

- Top-level management’s long-term commitment to worksite wellness (strategic planning, policy change, incentives, communications)
- Individual behavior change programs promoting healthy behaviors (personal health assessments)
- Social support for adopting healthy behaviors (competitions, group activities)
- Environmental modifications supporting healthy behaviors (stairwell projects, healthy food options)
- Employee involvement in program planning and design
- Multi-component programs that address nutrition, tobacco cessation, stress and physical activity

As a leader in your organization, you can be the catalyst of a work-based wellness initiative by following the recommendations above. The NC HealthSmart Worksite Wellness Program has the tools and resources you need to create your program and initiate changes in employee health that will positively benefit your employees and your bottom line.

Visit the Worksite Wellness website:
[Click on the NC HealthSmart tab](#)

Worksite Wellness Resources

The North Carolina State Health Plan, in partnership with the NC Division of Public Health, created the NC HealthSmart Worksite Wellness Program to help our members and their employers create and sustain healthy worksites. Resources listed below are available online.

NC HealthSmart Worksite Wellness website. This site provides presentations for committees, employees and leadership; research supporting the benefits of workplace wellness; handouts; success stories; cost-benefit calculators and much more.

NC HealthSmart Worksite Wellness Toolkit. This free resource has five easy-to-use sections. The Committee workbook gives step-by-step instructions for setting up and maintaining a wellness committee. Four resource books help committees write wellness policies; change work environments; offer group activity, stress management and tobacco cessation.

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