



How to get started with workplace wellness programs
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 Shanna S. Dunbar, RN, COHN-S, CCM
 Thursday, April 1, 2010 3:30 to 4:30 p.m.

Continuing Nursing Education Disclosures

- **Goal:** To educate conference attendees on specific aspects of accident prevention and Ohio's workers' compensation system
- **Learning objectives:**
 - Identify the current trends in health and productivity for businesses;
 - Identify the steps to take to gather the data to determine which wellness programs are needed in your work place;
 - Explain how to determine the return on investment for work place wellness programs;
 - List three reasons your company should consider workplace wellness programs;
 - List three health issues impacting your company's workforce; and
 - List three health issues impacting the work environment and how they impact workplace safety.
- **Criteria for Successful Completion:** Attend the entire event and complete a session evaluation.
- **Conflict of Interest:** The planners and faculty have no conflict of interest.
- **Commercial Support:** There is no commercial support for this event.
- **Continuing Education:** Awarded 0.1 IACET general CEUs and 1.0 RN* contact hour.

*The Ohio BWC (OH-18801-01-2013) is an approved provider of continuing nursing education by the Ohio Nurses Association (ONA-001-91), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Objectives

- Identify the current trends
- State 3 reasons why your company should consider H&P initiatives
- Name at least 3 health issues affecting any work environment and how they impact on workplace safety
- Name 3 healthy behaviors that positively impact on safety

Identifying Current Trends

Current Trends

- Total health benefit cost rose by **6.1 percent** in 2006, the same pace as in 2005, to an average of \$7,523 per employee per year (Mercer Health & Benefits).
- If the employer cost of health benefits continues to grow at the rate shown by the Employment Cost Index (ECI) for Health Insurance from 1995 to 2002, employer health benefits will constitute 16.5 percent of total compensation by 2010 (Employment Policy Foundation).

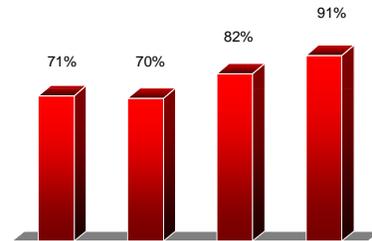
Current Trends

- Employers with fewer than 500 employees saw costs rise by 7.0 percent in 2006, which was a faster rate than 2005.
- In private industry, healthcare costs account for \$1 of every hour that employees are at work (Bureau of Labor Statistics).

Consider the facts

- Chronic diseases account for more than three quarters of the nation's \$2.3 trillion medical care costs and traces to lifestyle factors such as
 - smoking.
 - poor eating habits and
 - the lack of physical activity.
- 70% of all healthcare costs generated in the United States are attributable to preventable risks and unhealthy choices. (www.PowerofVitality.com)

Percent of Chronic Diseases That Are Caused by an Unhealthy Lifestyle



Making the Business Case

- If 156 million adults in the United States took better care of themselves, the average **American would live 1.3 years longer, and the number of heart attacks would fall by 63 percent.**
- If 20 percent of obese people would lose enough weight to stop being clinically obese, and 30 percent of smokers would quit,
 - the number of heart attacks would fall by **36 percent** and strokes by **20 percent**.

Making the Business Case

- The vast majority of Americans (82 percent) believe that they alone are responsible for their health.
- They also agree that lifestyle choices, such as smoking and exercise, have a direct impact on their healthcare costs.
- Yet when asked who should pay these healthcare costs, nearly half of Americans (44 percent) believe they should not bear any part of the responsibility of paying for their healthcare.

Bottom line.....

- The root cause of the healthcare crisis (is) our (American) lifestyles,
- Poor lifestyle choices lie at the heart of rising medical costs
- Cannot solve the problem until we are required to take personal accountability for the way we choose to live."

Why do it?

Why do it?

"The top four reasons why companies offer worksite wellness programs are:

- 27.3% consider healthy employees a valuable asset;
- 25.6% want to promote a healthy lifestyle;
- 14.3% want to reduce absenteeism; and
- 10.1% want to contain the costs of benefit programs."

(Healthy Living Unit Health Canada, 2004)

Consider *Your* Company

- **If You Could Save Money, Improve Productivity and Boost Employee Morale, Would You?**
- **If you answered "yes,"** you have already acknowledged the importance of workplace health and safety programs in your business.

Wellness Programming Can Help You:

- Improve Productivity
- Reduce turnover and training costs
- Decrease EAP usage
- Increase morale
- Lower absenteeism
- Enhance corporate reputation
- Higher employee engagement
- Stronger teamwork and cooperation
- Overall stress reduction and increase TGIM ("Thank God It's Monday") mentality

A Look at an Average Work Environment

In an office with 100 people....

- ... 59 them spend their entire workday seated
- ...49 are classified as "Physically inactive" even in their leisure time;
- ...30 more have "limited" participation and activity.

http://wellerize.ca/why_workplace_wellness_programs.phtml from wellcoa.com



Surgeon General report

- Studies confirm that physical inactivity is an important contributor to obesity, diabetes, hypertension, heart disease, colon cancer, breast cancer, and premature death.
- In addition, regular physical activity reduces feelings of depression and anxiety; helps to control weight; helps to maintain healthy bones, muscles, and joints; prevents falls among older people; reduces the risk of breast cancer; and promotes feelings of well-being.

In an office with 100 people ...

- ... 66 report high job stress;
- ... 32 do not feel supported in their work efforts by coworkers;
- ... 15 are experiencing actual conflict with coworkers.

- What do we know about the impact of 'distraction' on safety?



In an office with 100 people ...

- ... 4 have experienced a bout of depression in the past year;
- ... 8 more have previously had an occurrence of depression (prior to the past year)
- Again 'distraction' or 'mind Not on task' may increase Injuries on the job!



Distraction and Workplace Safety

- Physical Distraction and Safety
 - Driver distractions have been suggested as a contributor to traffic accidents.
- Mental/Emotional Distraction and Safety
 - Results indicate that employees who report high perceptions of job insecurity exhibit decreased safety motivation and compliance, which in turn are related to higher levels of workplace injuries and accidents.

(By Probst, Tahira M.; Brubaker, Ty L. Journal of Occupational Health Psychology, Vol 6(2), Apr 2001, 139-159.)

In an office with 100 people ...

- ... 21 are currently "daily or regular" smokers;
- ... 9 are exposed to second hand smoke at home
- What do we know about impact of smoking on work related injuries?



Impact of Smoking on Safety

- May have synergistic effect with chemicals used in the workplace. This makes the workers prone to more diseases.
- The smoke affects the concentration of the smoker and reduces the quality of their output.
- Smoking has also been the root cause for many workplace injuries and accidents.

<http://www.notosmoke.com>

Impact of smoking status on workplace absenteeism and productivity

CONCLUSIONS

- 1) Workplace productivity is increased and absenteeism is decreased among former smokers as compared to current smokers.
- 2) Productivity among former smokers increases over time toward values seen among never smokers.
- 3) Subjective measures of productivity provide indications of novel ways of productivity assessment that are sensitive to smoking status.

Tob Control 2001;10:233-238 doi:10.1136/tc.10.3.233

In an office with 100 people ...

- ... 36 are overweight;
- ... 23 are obese;
(Total 59%)
- ...5 have diabetes;
- ...5 more have either pre-diabetes or undiagnosed diabetes

How does excess weight
Impact on injuries and
Injury rates?



Excess Weight and Injuries

- The same mechanism of injury (e.g., fall or MV accident) resulted in greater physical harm to the obese individual or if the same level of harm was more complicated to treat.
- For example, although obese individuals are not expected to be more likely to suffer an MV accident than those of normal weight, there is some evidence that they experience higher mortality rates and increased severe injury, including rib, pelvic, and extremity fractures and pulmonary contusions.
- Elevated BMI also is associated with both greater complications in surgical repair after injuries and greater rates of reoperation.

Phadras S. Corso, Eric A. Finkelstein, Justin C. Trogdon, and Hong Chen, Malavika Prabhu. American Journal of Health Promotion May/June 2007, Vol. 21, No. 5

In an office with 100 people ...

- ... 2 are heavy drinkers
(2 or more drinks each day);
 - ...21 are binge drinkers
(5 or more drinks in a session,
at least 12 times a year);
 - ...14 have used marijuana
in the past year; and another
 - ...one is addicted to either
prescription or illegal drugs
- Is your company a Drug and Alcohol
Free Workplace by policy??



Drug Free Workplace Components

- Policy (samples at www.ohiobwc.com)
- Drug testing (5 panel/9 panel)
- Employee Education
- Supervisor Training
- Employee Assistance
(If you are NOT group rated BWC has grants
available for this program)

What Behavior do we want to see?

Characteristics of a Healthy Lifestyle

- A study published in *Archives of Internal Medicine*, looked at four basic characteristics that are part of a healthy lifestyle:
 - Being a non-smoker.
 - Exercising 30 minutes or more five days per week.
 - Eating five or more servings of fruits and vegetables every day.
 - Maintaining a healthy weight with a BMI under 25.

Only 3% do all four steps

Of 153,000 adults, only three percent of which followed all four steps for a healthy lifestyle.

- 75% of participants didn't smoke.
- 23% ate five or more fruits and vegetables everyday.
- 22% exercised regularly.
- 40% maintained a healthy weight.

Conclusion

- “The only way to stem these escalating healthcare costs is to help people take action to get healthier or insist they pay for the privilege of lifestyle choices that adversely affect the pocketbooks of others.”

Take Action Now...

- Our efforts to prevent disease should be like ants in the story of the grasshopper and the ant. The ant prevented hunger and cold by preparing early,
- even though he was neither hungry nor cold at the time!



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Keeping Workers Working

- Prevention!
- Wellness Programs protect your Talent
 - WELCOA – free download for small business
 - Sparkspeople.com
 - Weight Watchers at Work
 - Morningcoach.com
- Health Coaching
- Occupational Health Nurse (aohn.org)

Sample Wellness Program

- Finding Monthly topics:
<http://www.healthfinder.gov/nho/nho.asp>
- Bulletin Boards/emails Posters Payroll stuffers
- Monthly/Quarterly Programs
 - 5 a Day: <http://www.5aday.gov/>
 - Exercise is Medicine: <http://www.exerciseismedicine.org/>
 - Cholesterol Low Down: www.Americanheart.org/
 - Walking Program: 20% Boost:
<http://www.pbs.org/americaswalking/health/health20percentboost.html>

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QUESTIONS???

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Please fill out a questionnaire

So we can be of service to YOUR company
Workplace Health, Inc.