

Building Better Wellness Programs: Tying health to the bottom line.

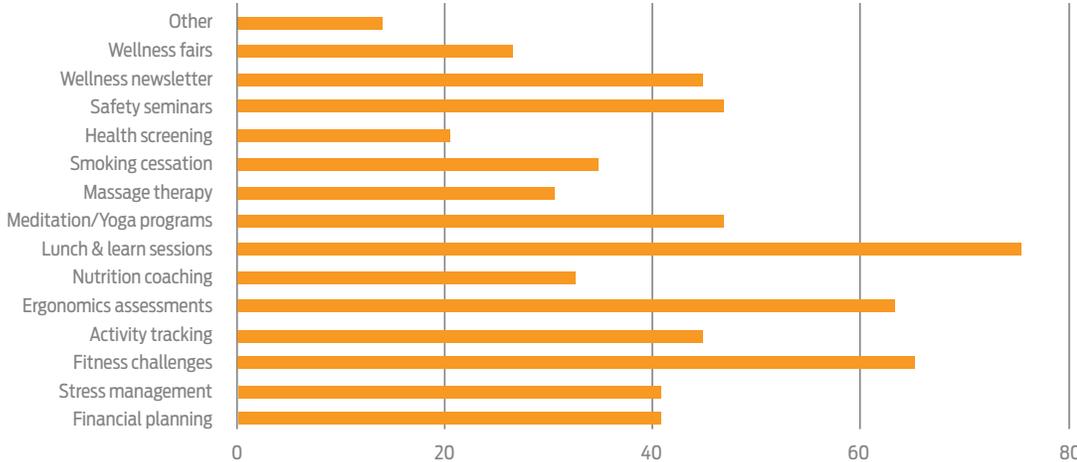
Despite advances in health and wellness related technologies, and awareness of corporate wellness, workplace wellness isn't working the way most organizations intend.

Revive Wellness Inc. together with the Chartered Professionals in Human Resources of Alberta (CPHR) conducted a survey on the state of (corporate) wellness in Alberta. 101 respondents from a variety of businesses in a variety of sectors provided valuable information that makes a case for change.

As it stands for many organizations today, perception and reality of workplace wellness are out of sync.

Based on the survey results, over 94% of companies agree that investing in employee health and wellness will help their organization perform better, yet 51% actually had a wellness program. What is more concerning is only 18% of those companies with wellness programs are very satisfied with their current program.

Types of Wellness Offerings



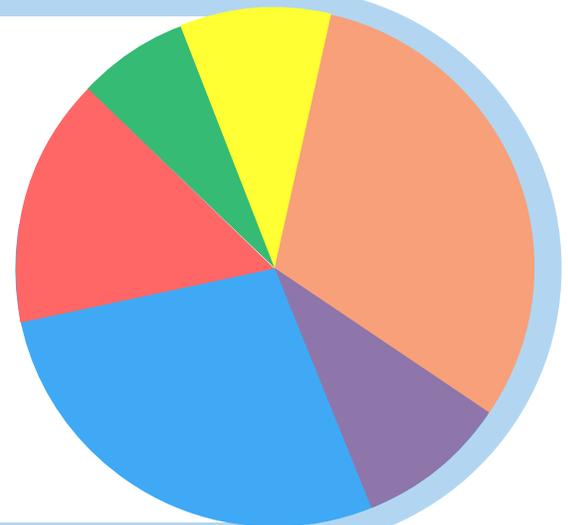
Programs such as lunch and learns, safety seminars, fitness challenges, newsletters were reported to varying degrees of success.

Difficulties in Impelmentation

In the difficulties reported cost was sighted implementing as the number one barrier. Employee engagement was also a major area of concern.

Benefits plans while an essential component of a wellness program, often focus on treatment rather than prevention.

- Cost of programs
- Business case for wellness investment
- Employee engagement
- Senior management buy-in
- Unsure how/what to implement
- Othert

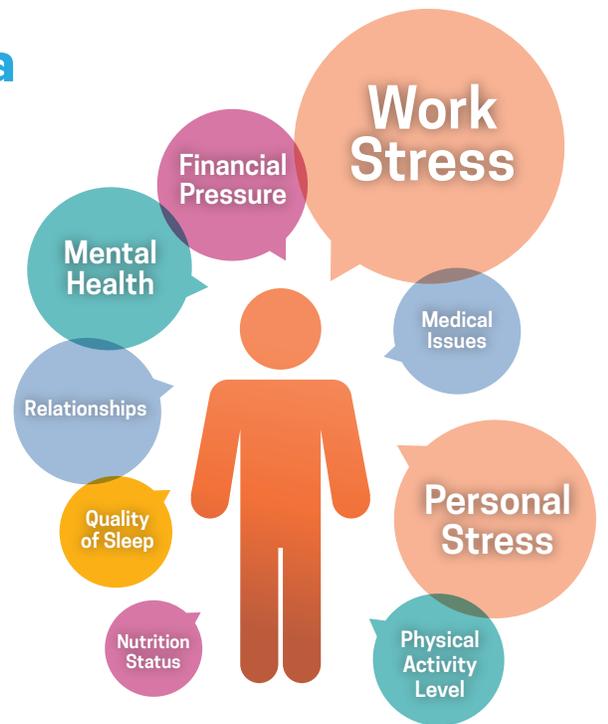


This begs the question of what area of wellness should be focused on.

Of the dozens of precursors that impact mental and physical health, they share one common element: stress. Stress and stress-related illnesses are causing long and short term disability claims to increase at alarming rates.

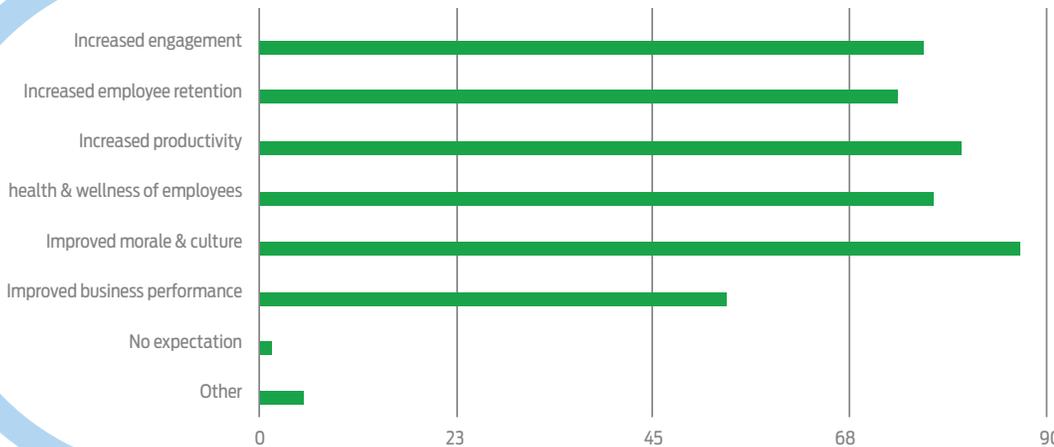
Respondents were aware of stress and its contributors citing work stress, personal stress, lack of sleep, medical issues, nutrition status, mental health, personal relationships, financial pressure as issues their employees are facing. Stress affects everything and everything affects stress.

The only effective long-term solution to managing stress is self-care. Employees are struggling to balance 'everything' and their personal wellness tends to be one of the last things they get to. Without good self-care, employees have trouble coping with personal and work stress, managing relationships and staying productive.



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Expected outcomes of a Wellness Program



If a wellness program is to be successful, the outcomes respondents want to see, besides better wellness, included increased engagement, employee retention and productivity. Morale and culture was the top response.

Those are lofty (but important) outcomes; yet, of those businesses with wellness programs 68% do not assess if these outcomes are achieved. Of companies who did seek evaluation, participation was listed as a measurement tool along with a very small mention of benefit usage and absenteeism rates. If we want to see the improvement of wellness to business, we need to treat it like business.

Based on the survey, the state of wellness makes a case for wellness. Simple programming that targets stress management is clearly needed and valued. The financial strain of absenteeism is of utmost importance to businesses and current programming is not producing results. Evaluation beyond participation is a must to reach intended outcomes: increasing employee wellness to increase the bottom line.

It costs **\$275** every time an employee misses work, the average employee misses **9 days** per year

The cost of an unproductive employee is **7.5 times** the absentee cost

\$2,475

\$18,563

\$21,038

YOUR COST:



per year

x **SUBTOTAL**

of employees