



Why Worksite Wellness



Keeping healthy people healthy, while helping others improve their health



The Workplace

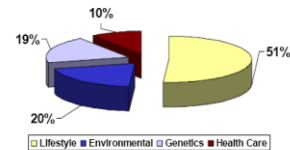
- Most Americans **spend a third or more of their day at work** and the majority of the other time at home.
- An **emphasis of improving employee health** is growing in workplaces across the country with specific emphasis to reduce health and productivity costs.
- Overweight and Obesity **prevention efforts are critical to help moderate health cost increases** and improve the health of the benefit-eligible population of employers.



Determinants of Personal Health

Determinants of Health

At least 50% of premature deaths before age 75 are attributed to lifestyle behaviors



Source: Centers for Disease Control & Prevention and the Institute for the Future



Employer Cost of Obesity

- U.S. companies pay **\$13 billion per year** for medical-care costs to treat obesity-related diseases, lower productivity, and absenteeism.
- Health insurance costs (\$8 billion) make **the greatest contribution** to the total, followed by paid sick leave (\$2.4 billion), life insurance (\$1.8 billion), and disability insurance (\$1 billion).
- **45% more inpatient hospital days**, produce higher health-care expenditures—36% higher for inpatient and outpatient care and **77% higher prescription drug** spending

Source: HHS, *Prevention Makes Common "Cents*, September 2003



Prevention is First Step



TIME June 22, 2009
 “Prevention,
 the first step toward
 containing health care
 costs is to avoid
 getting sick.”



1 It works!

Comprehensive program reduces costs by reducing risks and improving engagement

RESEARCH

- » Meta-analysis of worksite wellness literature shows that medical costs fall **\$3.27** for every **\$1** spent on wellness programs.
- » The analysis also showed that absenteeism costs fall **\$2.73** for every **\$1** spent on wellness programs.
- » Research also shows that 50-70% of all disease and medical problems are caused by lifestyle choices.



Source: Health Affairs, February 2010 vol. 29, no. 2, 304-311

R.O.I.: Return on Investment

Level	Type of Program	Objective	Limit	Invest (PPPY)	R.O.I.
I	Quality of Life	Caring and fun	Random	\$10 - \$50	1:1 - 1:2
II	Traditional	Programming	Scattered	\$50 - \$100	1:3 - 1:4
III	H.P.M.	Integrated *	Support	\$100 - \$300	1:6 - 1:15

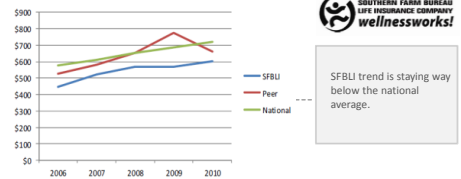
SOURCE: CHAPMAN, AJHP, 2006

Life Insurance Company

Southern Farm Bureau Life Insurance Company

Set out on a journal towards wellness and created healthy culture, with healthy people, and a healthy workplace.

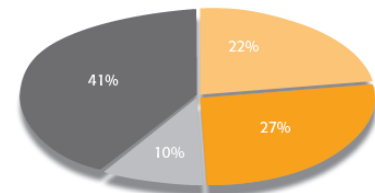
Cost are in PEPM (per employee per month)



SFBLU trend is staying way below the national average.

Total Health Costs

Components of Full Cost



Lost productivity: Job performance
 All medical care
 Lost productivity: Absence
 Wage replacements

Source: Integrated Benefits Institute

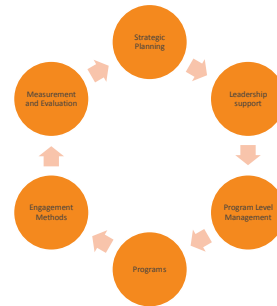
2 It works best when?

Best Practice & Evidence Based Interventions

Integrated Health Life Continuum



Employee Health Management Best Practice



Source: the-hero.org, Best Practice Scorecard

TASK FORCE ON COMMUNITY PREVENTIVE SERVICES



Guide to Community Preventive Services

Worksite Health Promotion

- Worksite policies and programs may help employees reduce health risks and improve their quality of life.
- Worksite interventions can be delivered:
 - At the worksite (e.g., signs to encourage stair use, health education classes)
 - At other locations (e.g., gym membership discounts, weight management counseling)
 - Through the employee health benefits plan (e.g., flu shots, cancer screenings)

Worksite Health Promotion

- Interventions to promote season influenza vaccinations - Recommended
- Assessment of Health Risks
 - Alone – **Insufficient Evidence**
 - Plus health education with or without other interventions - Recommended
- Smoke-free policies to reduce tobacco use among workers - Recommended
- Incentives and competitions when used alone – **Insufficient Evidence**
- Incentives and competitions when combined with additional resources - Recommended

Worksite Health Promotion

- Obesity Prevention: Worksite programs to control overweight and obesity - Recommended
- Point-of-decision prompts to encourage use of stairs - Recommended
- Creation of or enhanced access to places for physical activity combined with informational outreach activities - Recommended
- Recommends worksite programs intended to improve diet and/or physical activity behaviors based on strong evidence of their effectiveness for reducing weight among employees

Collaboration

Employers working together to learn and explore ways to promote and encourage employee health and wellness.

Attend a meeting, share your story, and **collaborate** with other employers. Find out more at www.msworksitewellness.com.



3 It is the right thing to do

Create a healthy workplace culture to attract and retain productive employees




Create a Healthy Workplace

Giving employee access to healthy options at work allows them the opportunity to make smart healthy choices.

Environments that are free of **tobacco** and include places to be **physically active** along with access to **low calorie and fresh foods** are optimal.


Policies that support health include time off for annual physicals, time to participate in wellness activities, and employee benefits and discounts.

Environmental & Policy Supports



So, who is doing wellness in Madison County?

Organizations promoting employee health and wellness



State Government

- State and School Employee's Health Plan
 - Motivating Mississippi – Keys to Living Healthy Program
 - Participants must complete health risk assessment to obtain 100% coverage for their annual physical
 - Lifestyle Improvement Programs
- Passed Senate Bill 2646 creating an Employee Wellness Program
 - Give employees 2-3 hours of work time for wellness activities
 - Dedicated Wellness Champions in agencies and other state entities



- 330 employees
- Dedicated employee health nurse/wellness coordinator
- Annual health fair and screening
- Flu Shot program
- Weight loss challenges
- Monthly themes and activities
- Health risk assessment & follow up coaching
- Early detection of conditions due to program

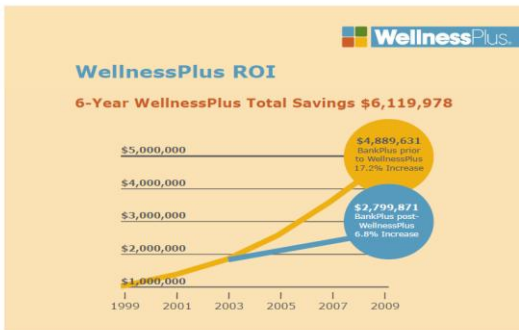


- 2600 employees
- Dedicated wellness coordinator
- 25 member wellness committee
- Annual health assessment and screening with national vendor
- Quarter campaigns promoting monthly observances around the top health risks and conditions in your population
- Regular reports to leadership on program and results






- Headquartered in Jackson, Mississippi
- 65 Locations Statewide
- 2.3 Billion in Total Assets
- 800+ employees
- Self-Funded Group Health Insurance with 1172 covered lives
- WellnessPlus Program began in 2002

Madison County School District

MADISON CENTRAL HIGH

- Jungle Walk, Tuesdays and Thursdays in the school hallway
- Began walking in the summer and teachers noticed a change so they wanted to do something themselves
- Reduced soda consumption

MADISON STATION ELEMENTARY

- Teachers walk together to the end of the road and back
- Weekly walk with students
- Group exercise classes
- Dedicated group exercise room



Communities In Action

City of Ridgeland

- Seeking the Blue Cross Blue Shield –Healthy Hometown Award in 2011
- Competed for 2010 award, but did not win, is ramping up its efforts for 2011 application.
- Promoting walking and biking options
- Mayor Gene McGee



What Have We Learned?

- Worksite Wellness Works!
- There are organizations in Madison County promoting employee wellness
- There are learning opportunities in Mississippi on how to do it the right way
- Creating healthy communities is a growing trend in Mississippi



