

Wellness in the Workplace by Jeremy Pettit, PA-C, HFS ACSM

A brief synopsis of the presentation delivered at the WNC Safety and Health Conference, November 8-10.

In designing a wellness program there are several different ways you can go. The first is an action-oriented wellness program which focuses on lots of activity and hope for results.

The second is a results-oriented program which targets the most critical health intervention needs and the needs and interests of the employees.

Today we will discuss seven keys to an effective results-oriented program.

Obesity

70% of all illnesses are due to lifestyle-related causes such as obesity and physical inactivity. CDC & U.S. Department of Health and Human Services

Smoking

Each smoker costs an employer an additional \$3,560 a year in health care costs and lost productivity. BCBS of NC.

Diabetes

BMI 25-29.9 = double the risk of developing diabetes

- CDC. Third National Health and Nutrition Examination Survey. 1988-1994. Analysis by the Lewin Group, (Falls Church, VA.) 1999.

Insurance

In an article in the LA Times February 15, 2010, by David Lazarus, he writes that monthly premiums for small business clients have seen increases between 18% and 30%.

ROI

For every dollar spent on employee fitness and prevention, the ROI yielded an average of \$3.48 in direct health care savings. Benefits and Compensation Digest, December 2004

#1 Key

CEO Support

#2 Key

Specially selecting your wellness leaders?

#3 Key

Custom-designed Corporate Culture Survey

#4 Key

Health Risk Assessment

#5 Key

Interventions

You will decide on which interventions to target based on the results of the HRA.

#6 Key

Incentives – what is going to motivate your employees to participate?

#7 Key

Re-Evaluate Measurable Objectives

If you have any questions please feel free to contact me:

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