

Your Bottom Line

Workplace wellness programs boost your bottom line

Recent studies of companies with vigorous health care intervention programs suggest they save nearly \$3 in health care costs for every \$1 invested in employee health and wellness. Furthermore, according to a report from U.S. Corporate Wellness, a commitment to an employee wellness program can reduce health care costs by 20 to 55 percent.

The cost of poor health runs deep

A recent Gallup study determined that 86 percent of full-time employees in this country are overweight or have at least one chronic condition. The study found that these employees miss 465 million extra days of work compared to healthy workers and cost at least \$153 million in lost productivity every year.

Absenteeism is only part of the problem

Another issue that affects the bottom line is “presenteeism.” This refers to employees who come to work sick or with other physical ailments that can limit their productivity on the job by a third or more. Executives at one large company were stunned to learn that presenteeism by their employees cost more than \$51 million in lost productivity in one year – the equivalent of more than 1,400 annual employee salaries.

Features of successful preventive care and wellness programs

- **Save Money by Reducing Costs**
The savings on health care costs should produce a return on investment.
- **Increase Employee Productivity**
Employees in the wellness program miss work less often and are more productive than employees who do not participate. This addresses both absenteeism and presenteeism.
- **Increase Employee Morale**
Employee pride, trust and commitment increase, contributing to a more vigorous organization.
- **Improve the Quality of Life For Your Employees**
Healthier employees will live longer, more fulfilled lives.