

## *What Is Worksite Wellness?*

The main goal of most employee or worksite wellness programs is to improve the health status and productivity of a particular working population and consequently to reduce health-related costs. This objective is met by helping to change lifestyle and behavioral choices of individuals in the work group. By changing the behaviors associated with modifiable risk factors, the chance of illness and/or injury is reduced for the individuals, and as more individuals change their behavior, the risk factors for the organization as a whole are reduced.

## *Return On Investment*

A substantial number of studies published over the past decade have established that health promotion programs have a favorable return on investment. Research concludes that the financial benefits of well-designed, well-implemented health promotion programs significantly exceed the cost. Health promotion programs may positively impact many organizational issues. In addition to reduced health care costs, improvements in productivity, absenteeism, and presenteeism, employers also find that recruitment and retention benefits are realized by implementing comprehensive wellness programming. DeKalb Memorial Hospital Wellness Services offers everything from complete packaged programs to an "a la carte" menu so your wellness program may be tailored to your exact needs. Based on your company's goals and strategic plans, DeKalb Memorial Hospital can design a wellness program to help meet your objectives.

## *DeKalb Memorial Hospital Wellness Services*

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*Wellness  
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## Why Worksite Wellness?

American workers are spending more time on the job than ever before. There is a high potential to influence behavior, and opportunities for economies of scale in wellness programming and services offered on site. By investing in the health and well-being of your employees, you are ensuring that your company's product or service continues to be the best possible quality. Research shows a positive correlation between your employees' perception of how they are treated by their employer and how they treat your customers.

## Health Risk Appraisals

Health Risk Appraisals (HRAs) assist your company in assessing the collective health of your population and provide meaningful data to monitor their collective health over time. More importantly, HRA data can be used to create appropriate interventions and programming, and enables your company to predict morbidity, mortality, and future health care utilization. While your organization will receive an aggregate report, DeKalb Memorial Hospital Wellness Services will provide each of your employees with an individual assessment and profile of their current health risk status, which often produces a catalyst for behavior change.

## Educational Programs

Once your employees understand their current health risks, it is important to provide additional resources and education sessions to support them through the various stages of readiness to change. Our experts are available to meet with your employees in a group setting to be sure they have an appropriate action plan and are prepared to

begin making small lifestyle changes that will not only enhance their personal well-being, but will enable them to work more effectively and efficiently on the job.

## Corporate Wellness Services

**Full Health Risk Appraisals** – including blood work, biometric measurements, lifestyle analysis, and energy equation evaluation. Participants receive personalized profiles; employers receive aggregate information to incorporate into strategic plans.

**Health Screenings** – full menu of dozens of tests used to determine abnormalities or out-of-range readings for a variety of health issues.

**Executive Wellness** – a one-stop comprehensive screening plan. Individualized testing packages include cancer screenings, tests for cardiac function, and a Health Risk Appraisal profile in a private, comfortable setting.

## Consulting

**Wellness Audit** – Review of your company's infrastructure and culture from a wellness perspective including written report and recommendations.

**Ergonomics** – Assessment and recommendations. Our occupational therapists will provide a skilled evaluation of the mechanics, musculoskeletal alignment, and proper set up of tasks and equipment to decrease workplace injuries and associated health care costs.

**Program Design** – Planning and needs assessments, including templates for administrative structure, budgeting, group and self-directed activities, and evaluation tools.

**Speaker's Bureau** – To bring about more efficient health care utilization in your organization, we provide education classes and workshops on risk factor reduction, medical self-care, consumer health, and dozens of additional health and wellness-related topics such as smoking cessation, CPR, and stress management.

## Wellness IS Your Business

Increasing health care costs continue to threaten the economic viability of many American organizations. Employers bear a substantial portion of health-related and non-medical costs incurred by their retirees, employees and dependants.

### Health-Related Costs:

- Group health insurance
- Dental plans
- Vision care
- Prescription drug costs
- Retiree health plans
- Worker's compensation
- Sick leave
- Short and long-term disability
- Life insurance
- FMLA

### Non-Medical Costs:

- High absenteeism
- High presenteeism
- Low productivity
- Excessive medical leave
- Excessive worker conflict
- Low morale

Good health is good business. Fit and healthy employees are more productive, more stress-resilient, take fewer sick days, are better able to meet extraordinary demands, and project a more positive image of your company.

