

Wellness Programs



A well-designed workplace wellness program has been shown to reduce healthcare, sick leave and disability management costs by more than 25 percent, according to findings from 56 studies published in the *American Journal of Health Promotions*. Let EMC loss control experts help you develop a wellness program that's right for your organization.

Possible benefits of a workplace wellness program:

- Reduced employee risk factors
- Lower healthcare expenses
- Decreased absenteeism
- Improved productivity
- Fewer employee injuries



Wellness programs work especially well when paired with other parts of an integrated injury management program, such as return to work, prework screening and select provider programs.

7 Steps to a Successful Wellness Program

I'm in.



1 Get management commitment.
You'll need time and resources, so ask management to get on board.

2 Create a wellness committee.
Involve a variety of people to help get employee buy-in and figure out what programs employees want.

3 Collect data.
Collect information about your workforce's demographics, health trends, claim costs and attendance records to prioritize wellness needs and show future progress.



4 Develop an operating plan.
Set specific goals and measurable objectives, create timelines, designate committee member responsibilities, create a budget and decide how to measure results.



5 Choose interventions.
Try to balance employee needs (risk factors) with their wants (topics that interest them).



6 Create a supportive environment.
The way you run your facility, from food choices in the vending machines to the design of workstations, can impact your employees' wellness.



7 Evaluate and modify.
Check in on your program regularly to see what's working and what's not, and then make changes accordingly.

Types of wellness programs:

- Group programs (smoking cessation, fitness classes)
- Individual programs (flu shots, health risk assessments)
- Seminars/Workshops (nutrition education)
- Community involvement (blood drives, charity running events)
- General employee safety (injury prevention, back care, ergonomics)

Ideas to get started:



Map out a walking route



Implement a smoke-free policy



Organize a company sports team



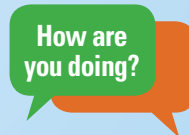
Assess and improve workstation ergonomics



Offer healthy alternatives in vending areas



Subsidize gym memberships and weight management programs



Select a benefit plan that provides access to an employee assistance program



Hello

Contact Us

EMC loss control representatives are ready to help you design a workplace wellness program. Contact your independent insurance agent, local EMC loss control representative or email losscontrol.injurymgmt@emcins.com.

DISCLAIMER: Wellness programs or their individual features may be subject to a number of state and federal laws, including, but not limited to, ERISA, HIPAA, FMLA, COBRA and income tax laws. Neither Employers Mutual Casualty Company nor any of its affiliated insurance companies (collectively, EMC) represent or warrant that any wellness program complies with applicable state or federal laws. EMC shall not be construed to be or relied up on as providing any tax or legal advice. EMC shall not be liable for damages, fines, penalties or fees that you may incur due to the failure of any wellness program you implement to comply with any applicable law. EMC recommends that you consult with your own tax and legal advisors prior to implementing any wellness program.