Many of us will have a different opinion about what employee wellness means.

What does employee wellness mean to you?

a. Offering employees access to an incentive program which rewards healthy behaviour

b. Employer sponsored initiatives to encourage exercise

c. Awareness campaigns and employee education on how to manage personal finances
In our view wellness refers to...

Holistic view of wellness
Wellness and engagement are mutually reinforcing

Interventions
- Visible leadership
- Strategic narrative
- Meaning & purpose
- Engaging managers
- Coaching
- Autonomy
- Employee voice
- Organisational integrity

Positive Outcomes
- Commitment
- Motivation
- Well-being

Potential realised
- Performance
- Productivity
- Innovation
- Retention
- Advocacy
- Attendance
- Customer service

Impact of productivity losses

Productivity losses associated with workers who have chronic diseases are significantly more than the cost of treatment 400%
Other interesting statistics....

Personal financial issues distract 20% of employees at work.

Unhealthy workers take 9 times more sick days than healthy workers.

An average of 6 working days are lost per employee per year due to presenteeism.

Organisations who do not promote wellness are 4 times more likely to lose talented staff.
“We have to move from illness to wellness. Businesses will have to invest in wellness. There is no choice. It is not philanthropy. It’s enlightened self-interest.”

Shrinivas M. Shanbhag, Medical adviser, Reliance industries, India.
Case Study 1
Johnson & Johnson Health & Wellness Program

Healthiest employees
Emphasize awareness
Reduce health care utilisation and expenditure

Provide appropriate interventions
Maximize employee functioning and optimal return to work

Result:
Large reduction in medical care expenditures per employee per year – over the 4 year study period.

Medical Expenditure
Inpatient hospital use $120
Mental health visits $71
Outpatient service use $45
**Case Study 2**
Large Manufacturing Company - Wellness Strategy

- Identify current and potential health risks present
- Identify appropriate and effective interventions
- Estimate potential cost savings based on the implementation of interventions
- Develop a wellness programme that meets corporate objectives
Top 5 chronics are increasing at a faster rate than the industry average.

Non compliant ART patients are leading to excessive sick leave rates.

Chronic patients have a higher absenteeism rate by almost 34%.

Stress related EAP sessions have increased by 82% (2010 – 2012).

Absenteeism for employees with Mood disorders is 162% higher than the average employee.

5% of staff (Chronic patients) are costing 26% of claims.

36% of in hospital costs are due to lifestyle conditions.
Company pressure points

Absenteeism savings

R68m over the next 4 years.

Chronic disease interventions

R123m over the next 4 years

Claims saving

R44m over the next 4 years.

36% of hospital costs are due to lifestyle conditions.
5% of staff (Chronic patients) are costing 26% more than the average employee.

Chronic patients have a higher absenteeism rate by almost 34%.

5% of staff are non-compliant ART patients leading to excessive sick leave rates.

Stress related EAP sessions have increased by 82% (2010–2012).

Absenteeism for employees with Mood disorders is 162% higher than the average employee.
Company Interventions

Pneumonia is a fairly costly and frequent hospital admission

Cancer related admission rates have increased by 43%

Cost associated with optometry is relatively high

Protective clothing

Early screening & testing

On-site access
Employee Engagement

Employees who enjoy higher levels of well-being are likely to be more engaged, but...

Employee engagement can enable real change in employee wellness
What now?
An integrated approach

- Analysis of own health, wellness and HR data
- Sound basis for wellness investment
- Corporate strategy and objectives
- External case studies and research

Apply the evidence to develop a stronger business case for wellness.
The decision to embrace wellness is not an expensive one. But when done with the proper business discipline and weighted against other capital investments, it is likely to rank surprisingly high during the annual budget process. A comprehensive wellness programme is not just the right thing to do for the workforce; it should be an attractive business proposition as well.

*World Economic Forum: Workplace Wellness 2010*
Thank you

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