


## How Wellness Programs Help Engage Employees



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## Baptist Health South Florida

- 5 hospitals
- 20 Diagnostic and Urgent Care Centers
- 13,000 FTE's
- FORTUNE – 100 Best Company to Work For
- Working Mother's Top 10 Companies for Working Mothers
- Magnet Hospital – American Nurses Association



## Wellness Advantage

- Best Employer for Healthy Lifestyles- Platinum' - National Business Group on Health – 2005, 2006, 2007, 2008
- 'Well Workplace – Platinum' – Wellness Councils of America – 2007
- 'Fit Friendly Company – Platinum' – American Heart Association – 2008 & 2009
- ROI – 7.2 in FY07; Cost Avoidance - \$10.1 million
- Lower incidences of hypercholesterolemia, hypertension, diabetes and smokers than US average



## What is Wellness?

- The quality or state of being healthy in body and mind.
- An approach to healthcare that emphasizes preventing illness and prolonging life, as opposed to emphasizing treating diseases.
- An organized set of activities designed to help individuals and their family members make and/or maintain voluntary behavior change that help reduce their health risks and/or enhance their ability to function.



## Chronic Disease

- The CDC reports that chronic diseases caused from lifestyle will exact a devastating toll on the American population in the coming years.

However, according to the CDC, "although chronic diseases are among the most common and costly of health problems, they are also among the most preventable."



## Why Wellness in the Workplace

- It is the right thing to do
- You will have healthier employees
- Develop a more productive workplace
- Better retention and recruitment of employees
- Positively impact lives
- It is fun
- It will save you money



## Short Term Benefits

- Retention of employees
  - My employer cares about me
  - This is a great place to work
  - Great benefit
  - Increased morale
  - Increased engagement
- Recruitment
  - Great selling point
  - Can make a difference for potential employee
- Marketing and public relations tool



## Mid Range Benefits

- Increased productivity
- Lower absenteeism
- Decreased presenteeism
- Increased engagement
- Improved customer service
- Start to see cost savings and/or cost avoidance



## Long Term Results

- Happier, healthier employees
- Employees who like their job/employer
- Healthier families
- Stabilization in workforce (lower turnover)
- Cost savings to the organization
  - Health care costs
  - Absenteeism, presenteeism
  - Recruitment and retention



## Wellness Programs

- Walking classes and contests
- Taking the stairs
- Step counters
- Healthy cafeterias, meal planning tips
- Newsletter, brochures, literature
- Self care guides
- Stress management awareness/education



## More Ideas

- Discounts
  - Local gyms and fitness facilities
  - Healthy restaurants
  - Health food stores
- Tobacco cessation programs
- Weight loss programs



## Wrap Up

- Wellness programs add value to the workplace and the workforce
- Wellness programs create good will and increase morale
- Wellness programs will save the organization money in the long run
- Wellness programs are fun!



Thank you!



Questions?



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