Worksite Health 101

Making the Case for Worksite Health

NHWP Training and Assistance

Module 1
- Making the Business Case
  - Relationship between health and business performance
  - Impact of worksite health programs
  - Key components of a comprehensive worksite health program

Module 2
- Leadership and Culture
  - Driving senior leadership support
  - Creating a healthy worksite culture
  - Building infrastructure and capacity

Module 3
- Data Collection
  - Worksite health assessment process
  - Types of data to collect
  - Using data for program planning

Module 4
- Planning & Implementation
  - Determining program goals and objectives
  - Developing detailed worksite health plans
  - Putting assessment and planning into practice

Module 5
- Program Evaluation
  - Measuring process and outcomes
  - Key evaluation metrics
Learning Objectives

Understand the following:
• The relationship between employee health and individual and organizational performance
• The positive impacts of a comprehensive worksite health program
• The key components of a comprehensive worksite health program

Employee Health and Business Performance

In this section:
• Impact of lifestyle and chronic disease on medical and productivity related costs
  – Direct and Indirect costs of employee health
  – How costs rise as employee health risks increase
  – Effects of tobacco use, physical inactivity, overweight/obesity, and job related stress
Impact of Chronic Disease and Lifestyle

- In the United States, 7 in 10 deaths are due to chronic diseases such as heart disease, stroke, cancer, and diabetes,* accounting for 75% of medical care costs**
  

- Modifiable risk factors lead to deaths from chronic disease, estimated to cause more than half of all deaths in the U.S.:
  - Tobacco Use: (19%)
  - High Blood Pressure: (16%)
  - Physical Inactivity: (8%)
  - Overweight – Obesity: (8%)


Somerset County Health Statistics

Percent of Population (County, State, Nation) with Lifestyle-related Health Risks

- Smoking (2010):
  - Somerset: 18%
  - Maine: 26%
  - Nation: 21%

- Obesity (2009):
  - Somerset: 17%
  - Maine: 26%
  - Nation: 24%

- Physical Inactivity (2009):
  - Somerset: 27%
  - Maine: 26%
  - Nation: 24%
Impact of Employee Health

**Healthcare (Direct Costs)**
- Medical
- Pharmacy

**Lost Productivity (Indirect Costs)**
- Presenteeism
- Short-Term Disability
- Long-Term Disability
- Absenteeism
- Workers Compensation

*Indirect Costs represent 2-3 times Direct Health-care Costs*

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Health Risk Status and Employer Costs

- **Base Cost**
- **Excess Absenteeism**
- **Excess Medical Claims**
- **Excess Pharmacy Claims**

**Employer Costs Rise as Employee Health Risks Increase**

- **Low Risk (0-2 Risks)**: $4,685
- **Medium Risk (3-4 Risks)**: $4,685 + $2,018 = $6,693
- **High Risk (5+ Risks)**: $4,685 + $1,968 + $3,070 = $9,723

Tobacco Use, Physical Inactivity, and Obesity

- During 2000–2004, cigarette smoking was estimated to be responsible for $193 billion ($96 billion in direct medical cost and $96.8 billion in lost productivity) in annual health-related economic losses in the United States. 

- Sedentary employees incur $250 more in annual health care costs than moderately active (1–2 times/wk) and very active (3+ times/wk) employees.

- Obese employees (BMI > 35) have 4.2% higher health-related productivity loss, equal to $506 per employee per year.* Medical costs paid for obese individuals $1,429 higher annually than for normal weight.**

Worksite Contributions to Heart Disease Risk

- Psychosocial Stressors
  - High Demands
  - Low Job Control
  - Social Isolation
  - Effort/Reward Imbalance
  - Danger Potential

- Schedules
  - Shiftwork
  - Long work hours

- Physical Job Demands
  - Sedentary Work
  - Static load
  - Heavy physical exertion

- Toxic Chemicals
  - Tobacco smoke
  - Carbon monoxide
  - Nitroglycerin
  - Lead

- Environment
  - Noise
  - Heat
  - Cold
  - Lack of access to healthy foods

Adapted with permission from Paul Landsbergis, 2012 Center for Promotion of Health in the New England Workplace.
Impact of Job Stress on Heart Disease

- 30–40% employees report work as “very or extremely stressful”
  General Social Survey, 2006

- High job stress/strain associated with
  - Heart disease, high blood pressure, depression, musculoskeletal disease.
  - Increased lifestyle risks (overweight, smoking, heavy alcohol use, low physical activity).

- Job related stress contributes 10–30% of heart disease risk in working people.

Impact of Comprehensive Worksite Health

In this section:

- Effects of worksite health programs on employee health.

- Financial impact of a comprehensive worksite health program.

- Benefits of worksite health programs.
Impact of Worksite Health Programs

• Strong evidence exists for the effectiveness of worksite health programs to positively impact the following:
  – Tobacco use*
  – High blood pressure*
  – High blood cholesterol*
  – Days absent due to illness or disability*
  – Dietary fat intake*
  – Psychosocial work factors which are known to cause or exacerbate chronic disease and musculoskeletal disorders**
  – Musculoskeletal disorders including low back, neck, and shoulders**


Impact of Worksite Health Programs
Fieldale Farms


- 202 Employees (26%) normalized their BP
- 345 Employees (26%) normalized cholesterol

![Bar chart showing percentage of employees normalized BP and cholesterol]
### Impact of Worksite Health Programs

**Cianbro Corporation**
Over the first two years of the Healthy Lifestyle Program
- 16% of participants decreased risk for **overweight**
- 20% improved their **blood cholesterol** levels
- 49% increased **physical activity** level

**Highsmith Company**
Learning and Development Wellness Program
- 53% decrease in number of employees whose **blood cholesterol** was “high risk”
- 52% decrease in number of employees whose **blood pressure** was “high risk”


### Financial Impact of Worksite Health

- A 1% reduction in excess weight, elevated blood pressure, glucose, and cholesterol, has been shown to save $83 to $103 annually in medical costs per person
  

- An analysis of 22 large-employer studies showed significant positive impacts on healthcare costs and absenteeism:
  - Employee healthcare costs were reduced $3.27 for every $1 spent on comprehensive worksite health programs.
  - Absenteeism costs dropped by $2.73 for every $1 spent

Implementing a Comprehensive Program

**In this section:**

- Overview of CDC Comprehensive Worksite Health Model.
- Key elements of a comprehensive program.
- Worksite Health 101 Training Outline.
- Additional worksite health resources.
Summary

• Employer costs rise as employee health risks increase
• Worksite health programs improve employee health status and reduce medical and lost productivity costs
• It takes a comprehensive worksite health program to generate these results
• The National Healthy Worksite Program uses the CDC Comprehensive Workplace Health Model and will offer national and local training to help employers build capacity, skills and knowledge