

Workplace Wellness

Why Promote Wellness in the Workplace?

Worksite health promotion is an investment in your most important asset, your employees. The worksite is an ideal setting for health promotion and disease prevention programs. Employees spend many of their waking hours at work and that is why the workplace is an ideal setting to address health/wellness issues. Studies have shown that employees are more likely to be on the job and performing well when they are in optimal physical and psychological health. Employees are also more likely to be attracted to, remain with, and value a company that values them. Worksite health promotion improves the company's bottom line by:

- Attracting the most talented workers;
- Reducing absenteeism and lost time;
- Reducing presenteeism, in which employees are physically present on the job but are not at their most productive or effective;
- Improving on-the-job time utilization and decision making;
- Improving employee morale, which leads to a reduction in turnover;
- Slowing the growth of health care costs.

Choosing healthier alternatives reduces an employee's chances of suffering from disease. Less disease means employers can lower health plan use, thereby lowering health benefit costs, and in turn increasing the bottom line. In fact, employees with more risk factors, including being overweight, having high blood pressure, smoking and having diabetes, cost more to insure and pay more for health care than people with fewer risk factors. Our employee wellness program raises awareness so employees with fewer risk factors remain in a lower-cost group. Our program also encourages employees with health risk factors to make lifestyle changes to improve their quality of life and lower costs. Studies show that medically high-risk employees (and dependents) are medically high-cost members as they use more health care and generate higher claim costs.

What is Ertel & Company's Workplace Wellness Program?

Workplace wellness refers to the education and activities that promote healthy lifestyles for employees and their families. Examples of wellness programs we offer include:

1. Health risk assessments for employees and their dependents
2. Targeted intervention seminars led by our Staff Physician
3. Advise on implementing internal policies that promote healthy behavior
4. Individual counseling of complex medical issues
5. Individual counseling of employees/dependents with increased health risk factors
6. Basic health screenings which include blood pressure and BMI
7. Referrals to your health insurance carrier's care coordination/coaching units
8. Other creative ways to positively impact employees and dependents health

Prohibitive costs are the reason that most employers choose not to offer wellness programs. However, Ertel & Company offers many wellness programs at **no cost** to select clients. For more information or to start workplace wellness, please contact Amy Kiley Ertel MD, Ertel & Company Staff Physician, at (317) 577-2777.