



Healthy Worksite • Healthy Workforce • Healthy Communities

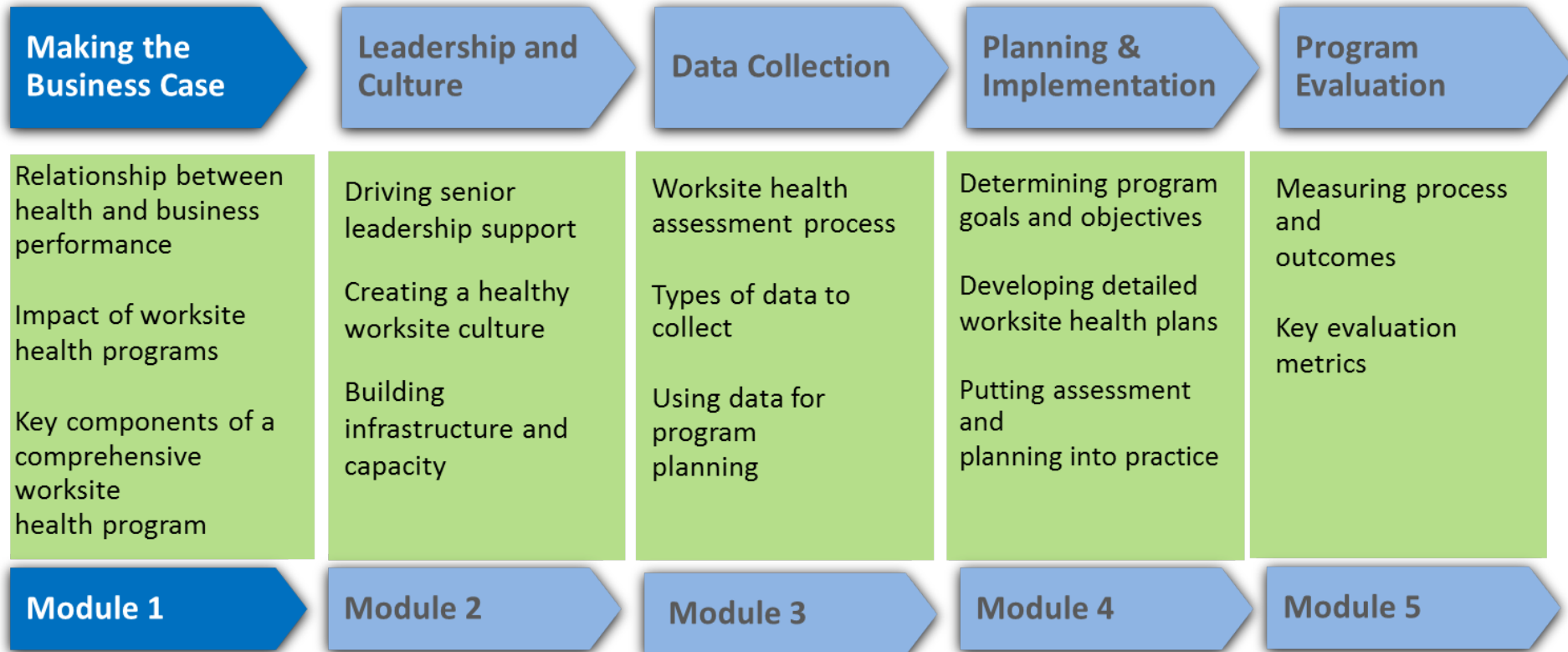
Worksite Health 101

Making the Case for Worksite Health

National Center for Chronic Disease Prevention and Health Promotion
Division of Population Health



NHWP Training and Assistance



National Center for Chronic Disease Prevention and Health Promotion
Division of Population Health



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 U.S., 7 in 10 deaths are due to chronic diseases such as heart disease, stroke, cancer, and diabetes,* accounting for 75% of medical care costs**

* Kung HC, Hoyert DL, Xu JQ, Murphy SL. Deaths: final data for 2005. *National Vital Statistics Reports* 2008;56(10)

** Centers for Disease Control and Prevention. Chronic diseases: the power to prevent, the call to control, at-a-glance 2009. Atlanta, GA: U.S. Department of Health and Human Services, 2009.

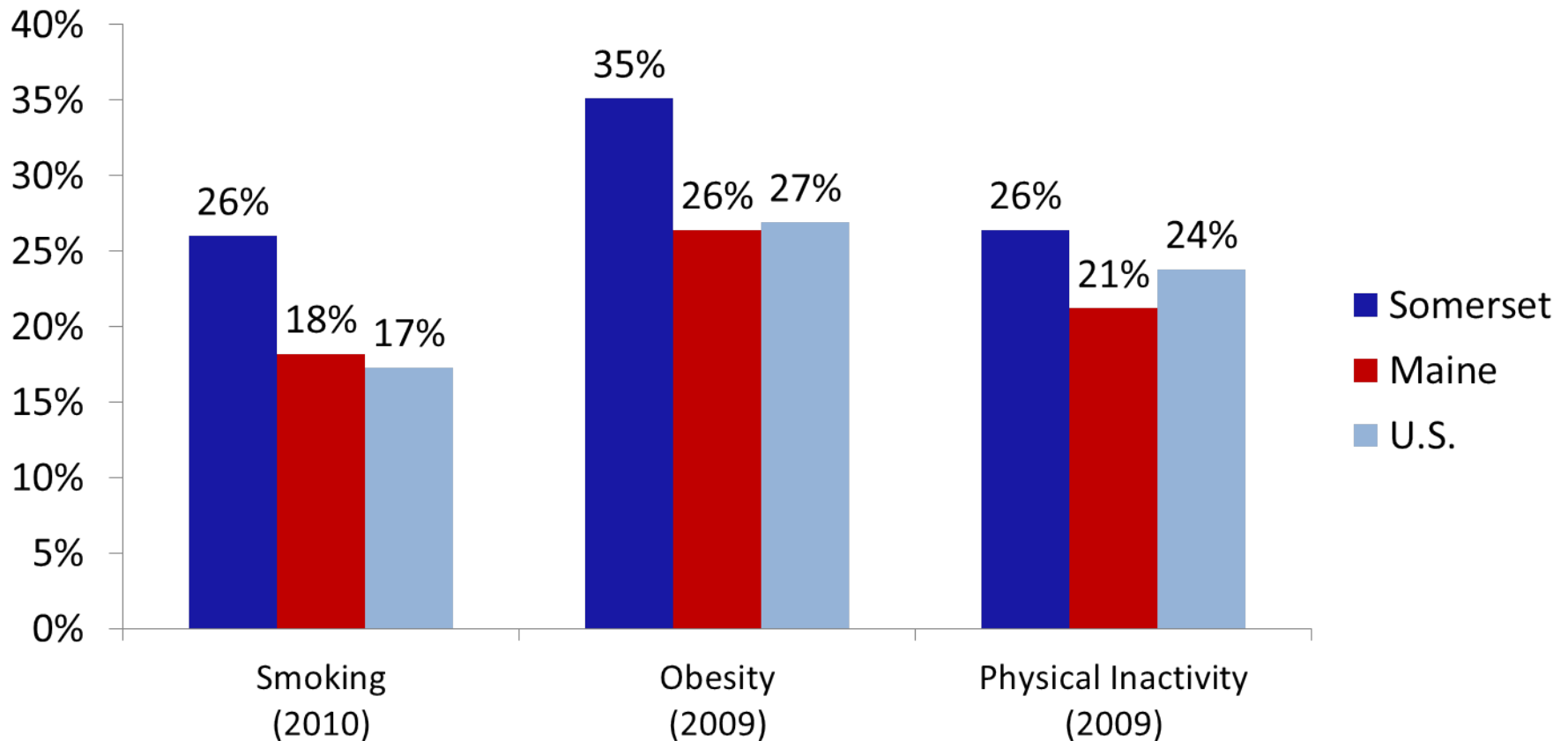
- Modifiable risk factors lead to deaths from chronic disease, estimated to cause more than half of all deaths in the U.S.:
 - Tobacco Use: (19%)
 - High Blood Pressure: (16%)
 - Physical Inactivity: (8%)
 - Overweight – Obesity: (8%)

Danaei G, Ding EL, Mozaffarian D, Taylor B, Rehm J, et al. The Preventable Causes of Death in the United States: Comparative Risk Assessment of Dietary, Lifestyle, and Metabolic Risk Factors; 2009.



Somerset County Health Statistics

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



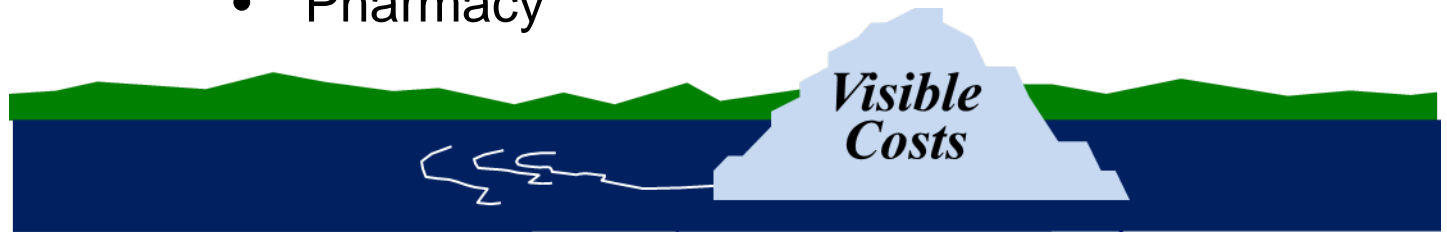
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Impact of Employee Health

Healthcare (Direct Costs)

- Medical
- Pharmacy



*Visible
Costs*

*Non-Visible
Costs*

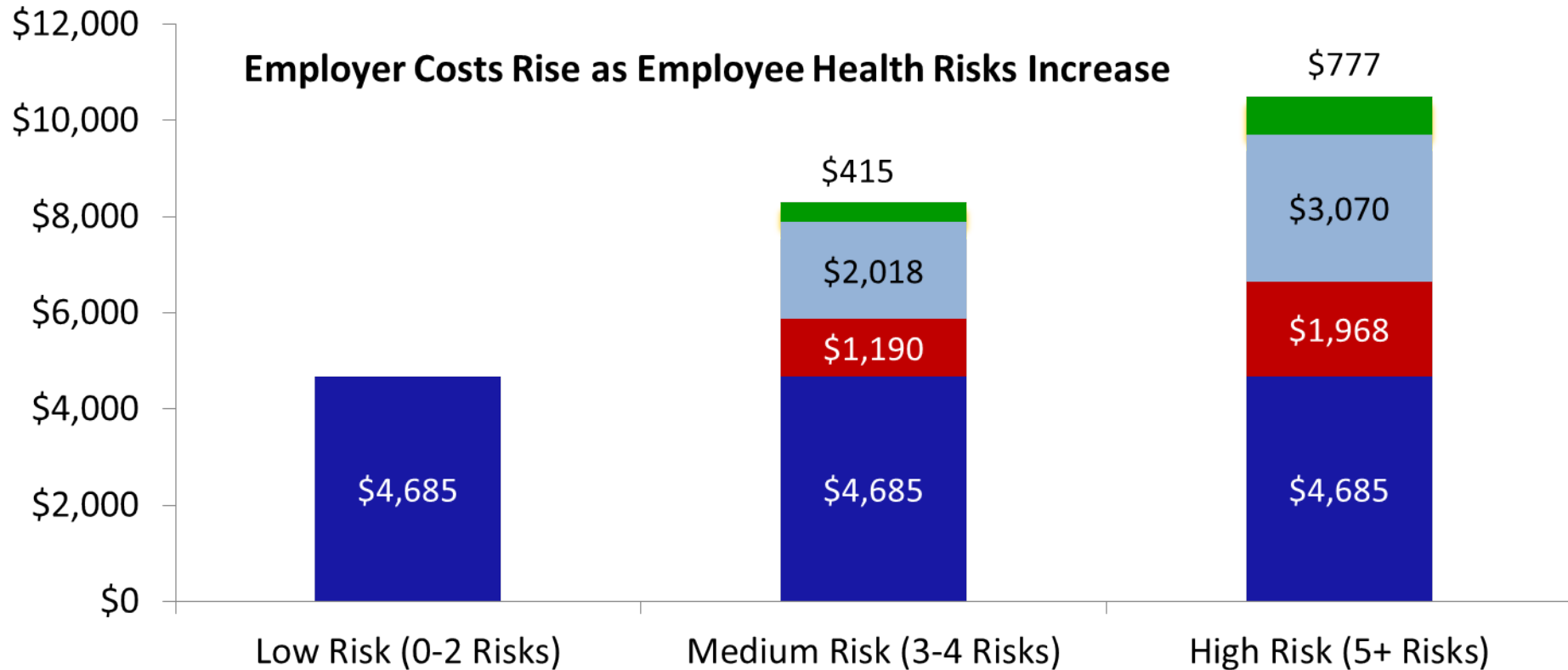
Lost Productivity (Indirect Costs)

- Presenteeism
- Short Term Disability
- Long Term Disability
- Absenteeism
- Workers Compensation

Indirect Costs represent 2-3 times Direct Healthcare Costs

Health Risk Status and Employer Costs

■ Base Cost ■ Excess Absenteeism ■ Excess Medical Claims ■ Excess Pharmacy Claims



Yen L, Schultz AB, Schnueringer E, Edington DW. Financial Costs due to Excess Health Risks among Active Employees of a Utility Company. J Occup Environ Med. 2006;48(9):896-905.

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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

Centers for Disease Control and Prevention. Smoking-Attributable Mortality, Years of Potential Life Lost, and Productivity Losses—United States, 2000–2004. *Morbidity and Mortality Weekly Report* 2008;57(45):1226–8 [accessed 2011 Mar 11].

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

Feifei Wang, Tim McDonald, Laura Champagne, Dee W. Edington. Relationship of Body Mass Index and Physical Activity to Health Care Costs Among Employees. *J. Occup Environ Med.* 2004; 46(5): 428-436.

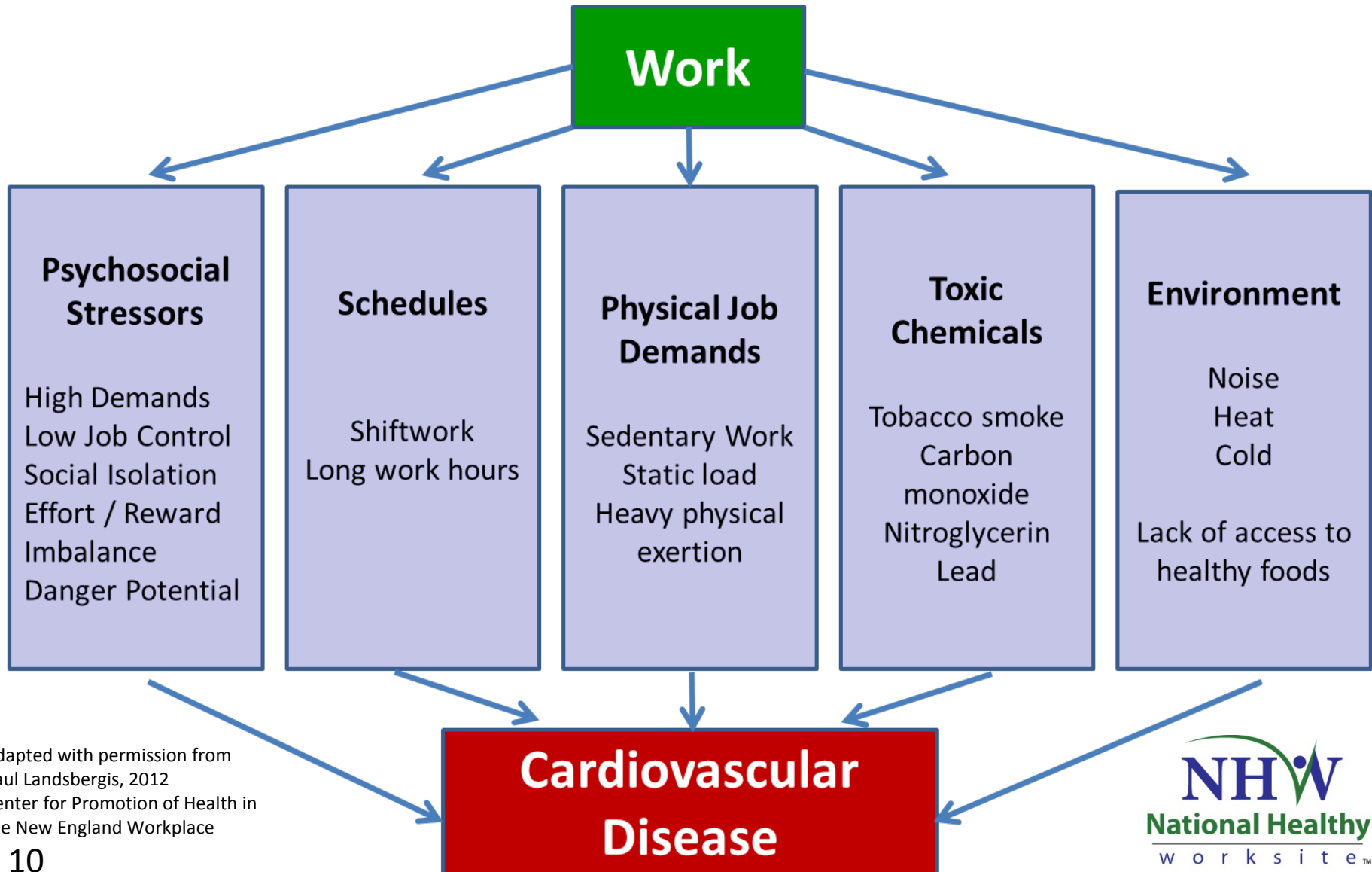
- **Obese employees** (BMI \geq 35) have 4.2% higher health-related productivity loss, equal to \$506 per employee per year.* Medical costs paid for obese individuals \$1,429 higher annually than for normal weight.**

*Gates DM, Succop P, Brehm BJ, Gillespie GL, Sommers BD. Obesity and presenteeism: the impact of body mass index on workplace productivity. *J Occup Environ Med.* 2008;50(1):39-45.

**Finkelstein EA, Trogon JG, Cohen JW, Dietz W. Annual medical spending attributable to obesity: payer- and service-specific estimates. *Health Affairs.* 2009;28(5):w822-831.



Worksite Contributions to Heart Disease Risk



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

Belkic K, Landsbergis PA, Schnall PL, Baker D. Is job strain a major source of cardiovascular disease risk? Scand J Work Environ Health. 2004;30(2)85-128



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**

*Task Force Comm. Prev. Serv. 2007. *Proceedings of the Task Force Meeting: Worksite Reviews*.

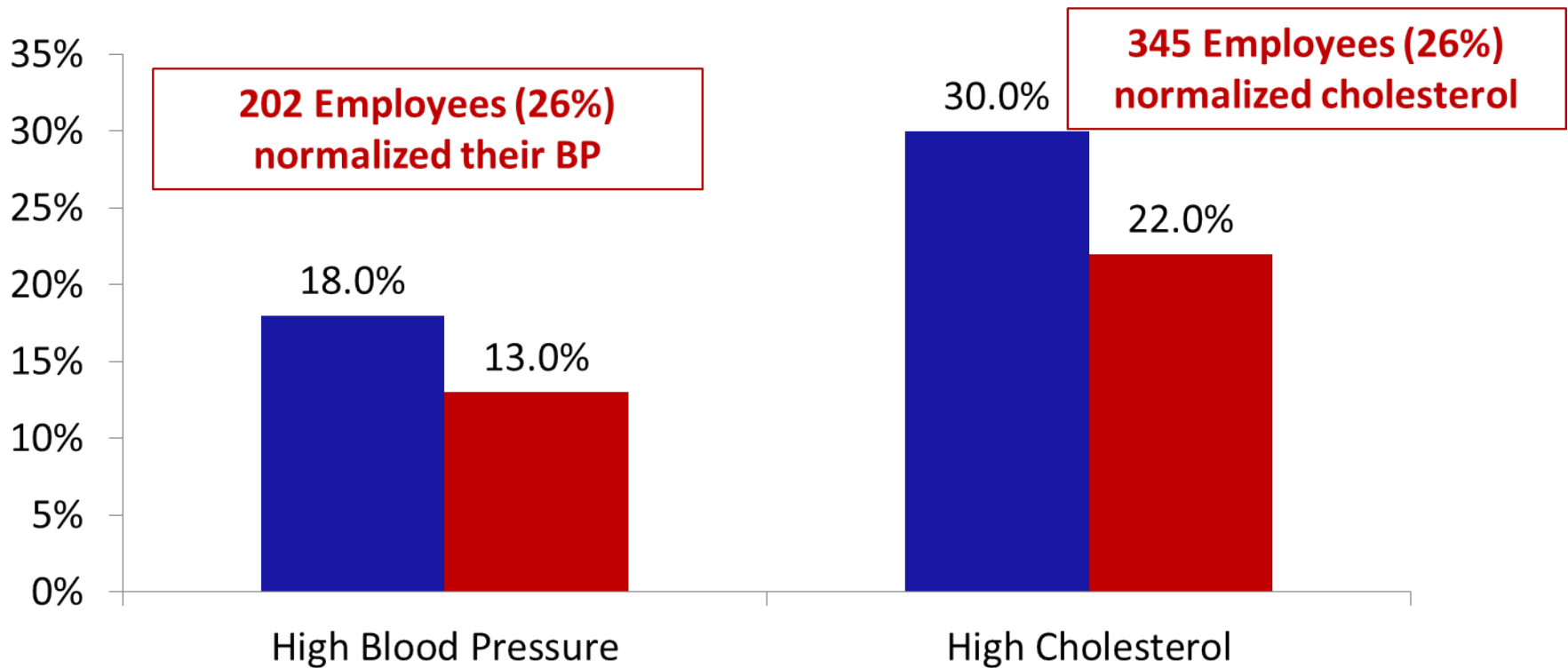
**Gilbert-Ouimet M, Brisson C, Vezina M, Trudel L, Bourbonnais R, Masse B, et al. Intervention Study on Psychosocial Work Factors and Mental Health and Musculoskeletal Outcomes. *HealthcarePapers*, 2011;(Sp)Vol. 11; 47-66.



Impact of Worksite Health Programs Fieldale Farms

Through diet, exercise and medication changes, 26% of employees with elevated **blood pressure** and **cholesterol** lowered their risk

CDC Six-Step Guide for Employers. http://www.cdc.gov/dhbsp/pubs/docs/six_step_guide.pdf



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”

CDC Six-Step Guide for Employers. http://www.cdc.gov/dhdsp/pubs/docs/six_step_guide.pdf



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

Henke, R.M., Carls, G.S., Short, M.E., Pei, X., Wang, S., Moley, S., et al. The Relationship between Health Risks and Health and Productivity Costs Among Employees at Pepsi Bottling Group. *J Occup Environ Med.* 2010;52(5)519–527.

- 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

Baiker K., Culter D., Song Z. Workplace wellness programs can generate savings. *Health Affairs.* 2010;29(2):304-311.



Worksite Health Benefits

- Improved employee health and well-being
- Lower healthcare cost increases associated with lower employee health risks and improved health status
- Ability to impact workers' compensation related expenses through integration of safety and health promotion
- Reduction in absenteeism and presenteeism and increased productivity
- Improved employee job satisfaction and retention
- Positive employer image in the community, which aids in recruitment of employees



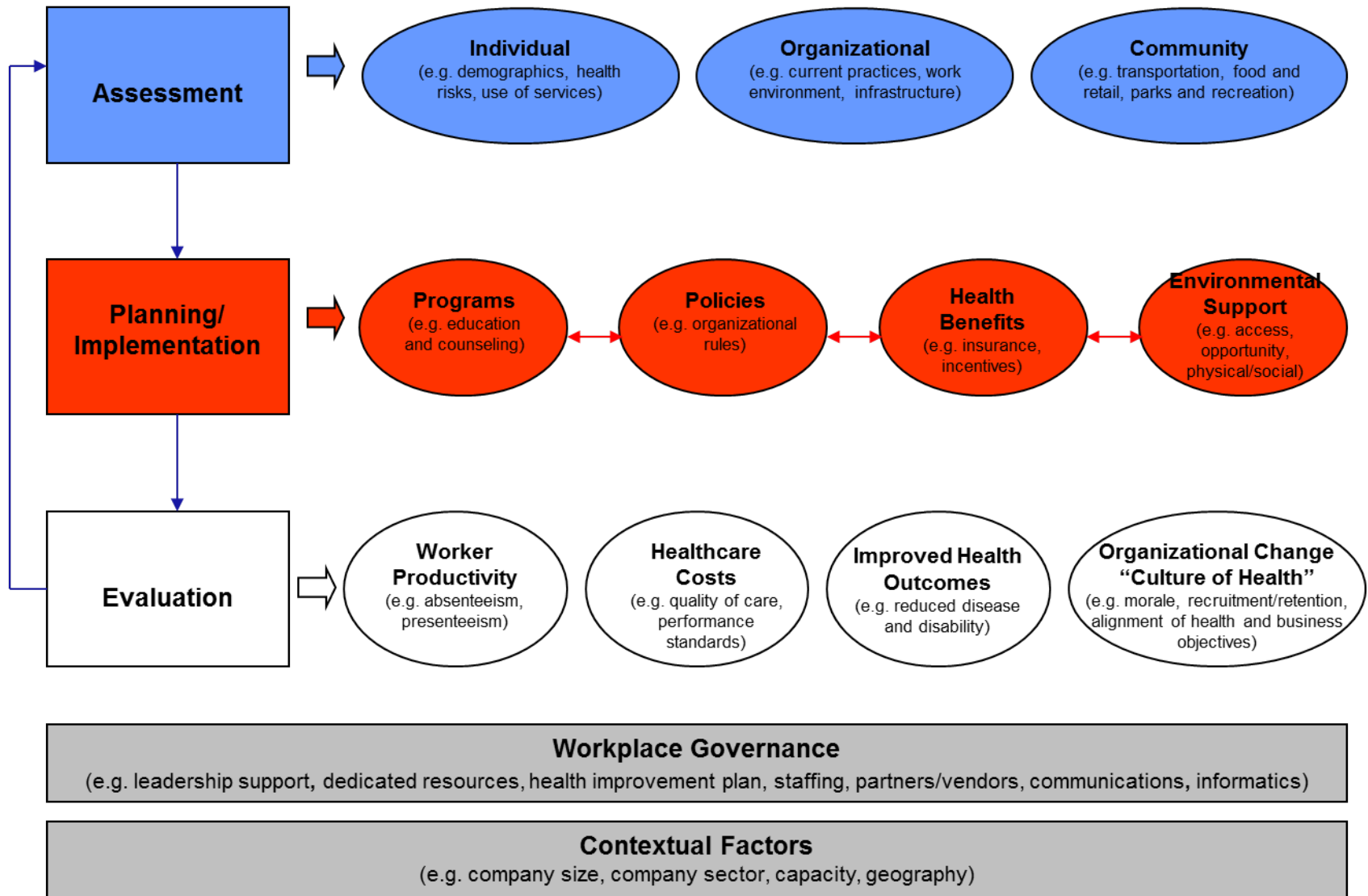
Implementing a Comprehensive Program

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



CDC Workplace Health Model



NHWP Training and Assistance

Making the Business Case

Relationship between health and performance

Impact of worksite health program

Key components of a comprehensive worksite health program

Module 1

Leadership and Culture

Driving senior leadership support

Creating a healthy worksite culture

Building infrastructure and capacity

Module 2

Data Collection

Worksite health assessment process

Types of data to collect

Using data for program planning

Module 3

Planning & Implementation

Determining program goals and objectives

Developing detailed worksite health plans

Putting assessment and planning into practice

Module 4

Program Evaluation

Measuring process and outcomes

Key evaluation metrics

Module 5



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



CDC Worksite Health Promotion Resources

www.cdc.gov/WorkplaceHealthPromotion

www.cdc.gov/NationalHealthyWorksite/

The screenshot shows the CDC Workplace Health Promotion website. The browser title is "CDC - Workplace Health Toolkit - Home". The address bar shows "http://webdev.nccdc.cdc.gov/workplacehealthpromotion/index.htm". The page content includes the CDC logo, a search bar, and a navigation menu with categories like "Home", "Workplace Health Model", "Assessment", "Planning/Workplace Governance", "Health Topics Addressed", "Implementation", "Evaluation", "Help/FAQs", "Glossary", "References", "Links to Organizations", "Partners", and "Site Map". The main content area features a section titled "Workplace Health Promotion" with a paragraph explaining the link between workplace and worker health. Below this are sections for "Recommendations and Guidelines" and "Workplace Health Toolkit Model", each with a diagram and descriptive text. A "Contact Us" section provides the address, phone, and email for the CDC.

The screenshot shows the CDC National Healthy Worksite Program website. The browser title is "CDC Home". The page features the CDC logo and the text "Centers for Disease Control and Prevention CDC 24/7: Saving Lives. Protecting People.™". A navigation bar includes an "A-Z Index" and a "SEARCH" button. The main content area is titled "National Healthy Worksite Program" and includes a sidebar with "NHWP Home", "About NHWP", "Become a Healthy Worksite", "NHWP Communities", "Program Partners", and "Related Links". The main content area has a "Webinar" section with "Worksite Health Webinars" and "Program News" for June 18, July 19, and Sept. 12. There is also a "Become a Healthy Worksite" section with sub-sections for "Program Information", "Resources", "Training", "Connect With Others", and "Toolkit". A "Million Hearts" logo is visible on the right side.

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