Challenges & Benefits In Implementing Employee Health Risk Assessment Programs

OCTOBER 29TH 2013
Agenda

• The value of organizational health
• Health Risk Assessment design considerations
• Setting yourself up for success in implementation
• Importance of measurement
• Maximizing results through partnerships
• Resources available to assist you
The value of organizational health

Happy customers
Lower turnover
Less stress
Solid reputation
Reduced absenteeism
Growth
Stronger Top and Bottom Lines
Engaged employees
Increased productivity
Less paper work and government burden
Fewer injuries
Reduced legal fees
Lower insurance premiums
The value of organizational health (cont’d)

• 2008 study - in Canada ROI for health and safety programs ranged from $1.50 - $6.50 for every dollar spent

Other studies have shown results that include

– 20% more revenue per employee
– 4% higher profit margin
– 16% higher market value
– 27% reduction in sick leave
– 32% reduction in workers’ compensation and disability management costs
The value of organizational health (cont’d)

97% of respondents agree that employee health is directly related to corporate success.

Sun Life Wellness Institute 2011 Buffett National Wellness Survey

Employee wellness programs have often been viewed as a nice extra, not a strategic imperative. But the data show otherwise. The ROI on comprehensive, well-run employee wellness programs can be as high as 6 to 1.

Getting Started - Health Risk Assessment

Typically includes:

- Demographic characteristics (e.g., sex, age)
- Lifestyle information (e.g., smoking, exercise, alcohol consumption, diet)
- Personal medical history, and family medical history
- Height and weight
- Blood pressure, cholesterol levels
- Body composition analysis
Understanding risks

BUFFETT NATIONAL WELLNESS SURVEY

What are the major health risks affecting the employees in your organization?

Work-related stress is the top health concern nationwide.
Examples of associated costs

1. Stressed employees spend more on prescription medications and increase
   • absence costs by up to 19%
   • disability costs by up to 30%
   • turnover costs by up to 40%

2. Mental Health - according to CAMH
   • in any given week, at least 500,000 employed Canadians are unable to work due to mental health problems. This includes:
     • approximately 355,000 disability cases due to mental and/or behavioural disorders plus
     • approximately 175,000 full-time workers absent from work due to mental illness.
Considerations for design and implementation

- Ethics (security, confidentiality, communication, etc.)
- Technical features (screens, reports, tracking, etc.)
- Who provides feedback
- Level of follow up
- Mode of administration (where and how assessment is completed)
- Incentives for participation
- Type of feedback
Perception vs. reality

90% Number of wellness plan sponsors who believe corporate culture encourages wellness

62% Number of employees who believe The same
Critical success factors

✓ A well-defined, measurable strategy – designed by employees with management support
✓ Focus on health, safety, awareness and promotion
✓ Senior leadership commitment and involvement
✓ Shared responsibility and participation at all levels of the organization
✓ Trust, respect and confidentiality
✓ Data analysis
✓ Diverse wellness programming
✓ Integration of PHS
✓ Follow-up & continuous monitoring
✓ Return on investment calculations
Everyone has a role to play in success

• **Senior leadership** – must role model the desired behaviour, equip managers with skills and tools to support employees, invest in the program, integrate the program in all facets of the employment relationship (hiring, orientation, management discussions, etc.)

• **Management** – understand their role in setting the tone, provide ongoing management and support, participate in training, respect confidentiality and integrity, participate in the program

• **Employees** – proactive health management, engagement in the program, taking advantage of available resources, respect of colleagues

*And, everyone must be committed to success and sustainability*
Focus your efforts using standards and implementation tools

Plan
- Legal & other requirements
- Hazard & risk identification & assessment
- OHS objectives & targets

Do
- Preventive & protective measures
- Emergency prevention, preparedness, & response
- Competence & training
- Communication & awareness
- Procurement & contracting
- Management of change

Act
- Management review
- Continual improvement

Check
- Monitoring & measurement
- Incident investigation & analysis
- Internal audits
- Preventive & corrective action

Workplace Safety & Prevention Services®
Measurement is essential

*Only 18% of Canadian organizations indicated they record baseline data*

Why measure results?

- Ensure you are achieving strategic goals identified in your plan
- Validate your investment
- Facilitate continuous improvement (*Plan, Do, CHECK, Act*)
What we’re doing at WSPS

Wellness is a critical component of WSPS’s safety management system. We ask ourselves and our employees:

Are we creating a workplace that is safe, positive, collaborative? Are we supporting employees, promoting health, safety and wellness and promoting our community?
What we’re doing at WSPS

• Our safety management system is based on the WHO Healthy Workplace Model

• Implementing Z1000 standard (including using Z1003 standard for psychological health as a resource)

• Wellness committee
  - 76% response rate on personal health survey
  - Collecting qualitative and quantitative data through a variety of mechanisms (anecdotal, focus groups, surveys, JHSC, Organizational Advisory Committee)
  - Engaging employees in the design of the system
  - Training managers on mental health...also rolling out to staff

• Working with partners and accessing available resources through other sources/organizations
The value of working with partners

- Integrity of program – independent, neutral third party
- Wide range of services and programs available to meet diverse needs of employees
- Elevates value of program – actively engaging employees, not just pushing information at them
- Creates awareness and the ongoing motivation to stay healthy

92% percent of plan members say they would likely participate in onsite health risk screenings for conditions such as heart disease, diabetes, stress or depression

2012 Sanofi Canada Healthcare Survey
Services our partner (High Point Wellness Centre) provides

**On-site Health Services**
Set-up an on-site wellness clinic designed to provide access for all employees to a primary health care team for on-site consultation and treatment.

**Wellness Programming**
To provide the latest health information and research in a manner that motivates employees to experience the benefits of preventative health care and the practice of a healthy lifestyle.

**Consulting Services**
To provide health consulting services to employees and healthy workplace consulting services to the company.
Tap into available resources

- Standards and implementation tools
- Community resources (Participation)
- Benefits providers
- Partner organizations
- Online resources (Guarding Minds @ Work, online surveys, etc.)
- Other like-minded organizations to share experiences and resources
Questions

- Who has undertaken a health risk assessment?
- For those who answered yes, have you developed an implementation plan?
- For those who answered no, what is the biggest barrier preventing you from doing this?
About WSPS

As a business partner and expert in risk management, Workplace Safety & Prevention Services (WSPS) provides industry-specific health and safety solutions to help its customers achieve their goals and grow the life of their business.

Our solutions address economic realities and organizational risks, and lead to lasting results: engaged employees, productivity improvements, reduced paper burden related to health and safety legislation, and satisfied customers.

With annual revenues of $43 million and 260 employees, WSPS focuses its resources on putting prevention strategies within reach of its 154,000 member firms, and contributing to a safer, more profitable Ontario.

Connect with us at wsps.ca, Twitter, LinkedIn and YouTube.

www.wsps.ca
A special thank you to our partner

High Point Wellness Centre

• Health services, wellness programming and consulting services
• Located at the Centre for Health & Safety Innovation
• Multi-disciplinary team of health professionals
• Clinical partnership with Cleveland Clinic Canada

www.highpointwellness.ca
Resources available to assist you

Articles

• *What’s the Hard Return on Employee Wellness Programs*, Harvard Business Review
• *Improve Your ROI with a Wellness Diagnostic*, Benefits Canada

Online resources

• [2011 Buffet National Wellness Survey](#)
• Sanofi Canada Healthcare Survey (available as free download)
• *Healthy Workplaces: a model for action*, World Health Organization
• CSA
• ISO
• Participation
• Guarding Minds @ Work
• [High Point Wellness Centre](#)
Questions?

Workplace Safety & Prevention Services (WSPS)
1-877-494-9777
www.wsps.ca
info@wsps.ca

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