

**The Consortium for a Healthier Miami-Dade
Worksite Wellness Committee
presents:**

Incorporating the Benefits of Worksite Wellness

Featuring:

**Nathan Burandt, Florida International University “Starting from Scratch”
Dr. M. Enrique Flores, Shin Wellness “Never too Small for Wellness”**

Consortium for a Healthier Miami-Dade

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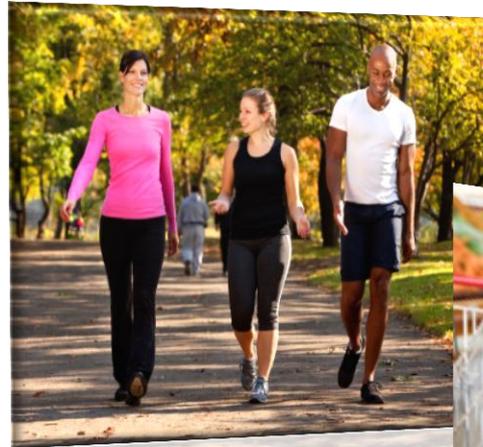
Consortium for a Healthier Miami-Dade

Mission

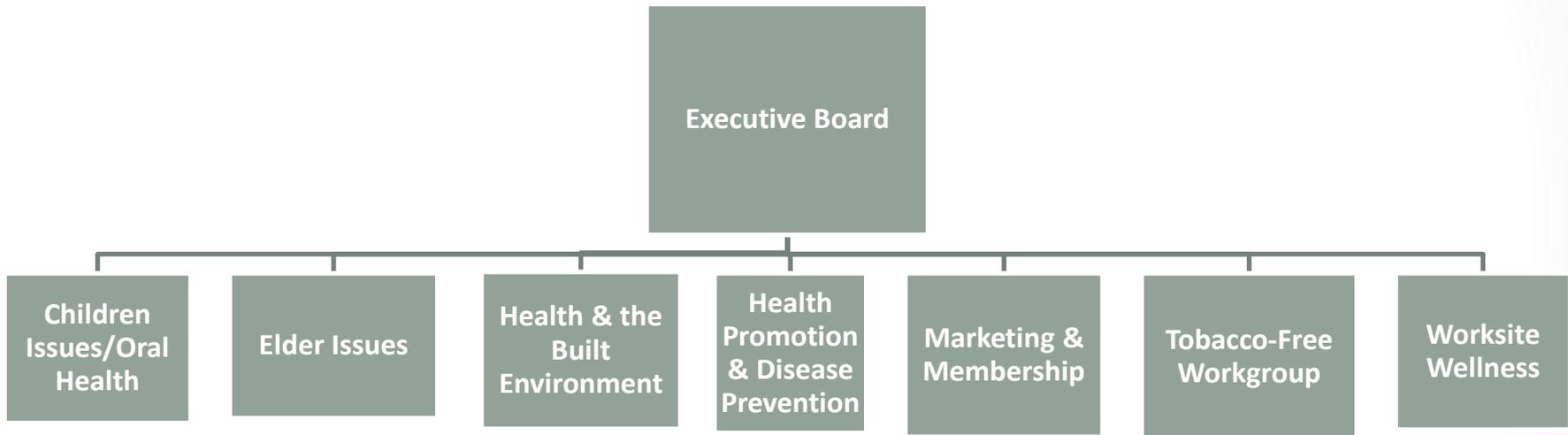
To be a major catalyst for healthy living in Miami-Dade through the support and strengthening of sustainable policy, systems and environmental changes

Vision

Healthy Environment,
Healthy Lifestyles, Healthy
Community



Consortium Committees



Worksite Wellness Committee

Description

- Established in 2003
- Worksite wellness focuses on improving health through worksite-based programs that combine educational, behavioral, and environmental modifications.

Goals

- Increase the adoption and implementation of policy, system, and environmental change to create health-promoting worksites.
- Educate and raise awareness of the benefits of healthy lifestyles and health promoting environments in the workplace.
- Increase local business/organizational access to relevant worksite wellness resources and best practice programs.

PARTNERSHIPS TO IMPROVE COMMUNITY HEALTH GRANT (PICH)

PICH

- Funding made available through the Department of Health and Human Services, administered through the Centers for Disease Control
- Works specifically on policies, systems and environmental changes
- Goal is to promote health equity by reducing disparities in implementation, access and health outcomes
- Aim to accomplish by end of 2017 a 3% reduction in the prevalence of obesity as well as reduce by 3% the rates of death and disability due to diabetes, heart disease, and stroke

PICH

The grant focuses on four key areas:

1. Tobacco & smoke free environments
2. Environments with healthy food and/or beverage options
3. Physical activity opportunities
4. Opportunities for prevention of chronic disease through clinical and community linkages

Worksite Focus

- Healthy food policies, (meetings, vending machines, etc.)
- Encourage physical activity (Take the Stairs campaign, walking meetings, etc.)
- Smoke Free worksite policy

Worksite Wellness

WHY SHOULD THIS MATTER TO YOU?

Miami-Dade County Stats

- 67.3% of the 1.3 million adult workers in the county report that they are inactive at work
- 28.9% of the adult population reported having no physical activity in the last 30 days, a figure higher than the national rate of 24%
- 61.3% of adults ages 18-44 and 70.7% of adults ages 45-64 are overweight or obese
- People who are overweight or obese are more likely to suffer from many chronic illnesses and conditions
- A poor diet is an underlying factor in the development of many conditions such as heart disease, some cancers, stroke, diabetes

Medical Costs of Obesity

- Across all payers was \$1,429 (42%) greater than spending for normal-weight people in 2006
 - 36% for Medicare
 - 47% for Medicaid
 - **58% for private payers**
- Costs attributable to obesity are almost entirely a result of costs generated from treating diseases that obesity promotes
- The 2012 CDC National Healthy Worksite Program found:
 - A 1% reduction in excess weight, elevated blood pressure, glucose, and cholesterol has been shown to save \$83-\$103 annually in medical costs per person

Medical Costs of Obesity

American Journal of Health Promotion study revealed:

- Obese employees costs an employee over \$4,000 more per year (health care, workers compensation, and short-term disability costs)
- An employee with a BMI of 35 has nearly double the risk of filing a short-term disability or workers comp. claim
 - Normal weight employees cost on average \$3,830/year
 - Morbidly obese employees cost employers \$8,067/year

Costs of Back Pain

- Single leading cause of disability worldwide, according to the Global Burden of Disease 2010
- AMA - Study looked at 28,902 working adults:
 - 52.7% (15,231) experienced discomfort
 - 5.2 hours of productivity lost per week; 34 days a year
 - \$61.2 billions lost annually

Cost Savings Validated

- Harvard researchers completed a meta-analysis of literature on costs and savings associated with wellness programs
 - Medical costs fell \$3.27 for every dollar spent
 - Absenteeism costs fell \$2.73 for every dollar spent
- Baptist Health Employee Wellness Program (fiscal year 2010)
 - Smoking, high blood pressure, glucose, and cholesterol all trending downward
 - The Wellness Advantage program had a cost avoidance of \$13.8 million
 - ROI = 1:8.7

What is...

WORKSITE WELLNESS

Worksite Wellness Is...

- A strategic program aimed at maintaining or lowering the employer's health care costs, decreasing absenteeism and presenteeism and therefore increasing productivity
- Provides resources and tools for the employee in the workplace
- Designed to target the population's direct cost drivers related to unhealthy choices such as: smoking, poor diet, and stress

Why Have a Wellness Program?

- Reduce health care costs including worker compensation claims and increase productivity
 - Nearly 75 cents of every healthcare dollar is spent to treat a preventable disease
 - Nearly 60% of adults are either overweight or obese; a condition that substantially raises their morbidity risk from hypertension, dyslipidemia, type 2 diabetes, coronary heart disease, and stroke
 - Employee stress may lead employers to pay up to 50% more per year on health care
- Increase employee morale and engagement
 - A wellness program backed by senior executives sends a clear message to employees that you care about their wellbeing

Benefits of Worksite Wellness

Wellness Council of America's (WELCOA) 6 Benefits of Worksite Wellness:

1. Improved Morale
2. Reduced Turnover
3. Increased Recruitment Potential
4. Reduced Absenteeism
5. Health Care Cost Containment
6. Improved Employee Health Status

How do you build a successful Wellness Program?

- Know your cost drivers - drill down into your claims data
 - Are employees with chronic disease compliant with their treatment modality?
 - What are the controllable lifestyle health claims?
- Review aggregate data from biometric screenings and health risk assessments
 - What is the overall health of the employee population?
 - How many employees are smokers?
 - What is the company's obesity rate?

How do you build a successful Wellness Program?

- Integrate your benefits plan into the wellness puzzle
 - Work with your carrier and broker on designing a program that matches your employee needs along with the employer's desired outcome
 - Rewards programs
 - Incentivized participation
 - Don't just offer an employee assistance program, remind employees and make it easily available
 - Offer financial and career counseling to employees

How do you build a successful Wellness Program?

- Have clear and direct messaging followed by actionable items
 - Make it part of the company's daily routine – e.g. walking meetings, healthy lunch meetings
 - Know what the employees' needs and wants are and target your message accordingly
 - Brand the wellness program
 - Have a wellness committee and wellness champions

Number of the *100 Best Companies to Work for* that offer...

regular on-site cholesterol screenings

regular on-site blood pressure screenings

subsidized off-site gym membership

pre-tax flexible spending account

on-site fitness center

regular on-site flu shots



With the rising cost of healthcare, more and more companies are decreasing the benefits offered to employees.

What does your workplace do to contribute to employee wellness?

MAKE 
HEALTHY
HAPPEN
MIAMI

Starting From Scratch

Nathan Burandt, Florida International University

Group Stretch Break

Raquel Dopico, Miami-Dade County

Never Too Small For Wellness

**Dr. Enrique Flores, Worksite Wellness Committee Co-Chair,
Shin Wellness**

You're not alone in this endeavor

HELP US UNDERSTAND YOUR NEEDS

1. Default Section

1. Please, fill in ALL contact fields below:

Organization:

Address:

City, State, Zip Code:

Primary Contact Name:

Contact's Position:

Contact's Phone:

Contact's E-mail:

2. Total # of full-time employees:

3. Does the organization have a worksite wellness program?

Yes

No

4. Does the organization have a representative committee that meets to oversee worksite wellness program activities?

Yes

No

5. Does the organization have an annual budget for employee health promotion?

Yes

No

6. Please select all nutrition-related initiatives/policies at the organization you currently have:

- access to farmer's market
- healthy meal and beverage options at meetings and company events
- healthy meal and beverage options in cafeteria, dining room and/or vending machines
- Individualized/group nutrition education
- lactation policy
- lactation support
- promotional campaigns for healthy food and nutrition
- refrigerator and microwave for employee use
- vending machines stocked with healthy snacks and beverages
- written nutrition-related policy

Other (please specify)

7. Please select all physical activity-related initiatives/policies at the organization you currently have:

- area(s) for physical activity within the facility
- coordinated group physical activities
- discounted membership at a fitness facility
- lockers and/or showers
- promotional campaigns for physical activity
- tracking tool for physical activity
- walking breaks and/or stretch breaks
- written policy that encourages physical activity

Other opportunities for physical activity (please specify)

8. Would you be interested in receiving guidance, consultation and some basic wellness services from the Consortium for a Healthier Miami-Dade to help establish a worksite wellness program at your organization or enhance one that already exists?

- Yes No

Let Us Help You

- Let us know what your needs and interests are
 - Complete the survey
- Make a pledge to start today
 - Sign the Senior Leader support letter
- Sign up for a consultation

Committee Resources

Florida Department of Health in Miami-Dade County Worksite Wellness Program

- Tobacco Cessation
- Policy Development
- Program Planning
- Resources & Tools
- Senior Leader Buy-In
- Low-Cost Interventions

Contact Information

Consortium for a Healthier Miami-Dade Worksite Wellness Committee

www.healthymiamidade.org

or (305) 278-0442

- Meets the first Thursday of every month at Beacon Center in Doral
- Offers free educational forums quarterly
- Hosts annual Worksite Wellness Awards Ceremony

Questions

