



## Workplace Wellness: Why Promote Wellness?

Wellness issues important to you – brought to you by the insurance specialists at Denman Consulting Services, Inc..

### What is Workplace Wellness?

Workplace wellness refers to the education and activities that a worksite may do to promote healthy lifestyles for employees and their families. Examples of wellness initiatives include such things as health education classes, subsidized use of fitness facilities, internal policies that promote healthy behavior, and any other activities, policies or environmental changes that affect the health of employees.

### Why Workplace Wellness?

It affects your company's bottom line in many ways. Namely, workplace wellness can lower health care costs, increase productivity, decrease absenteeism and raise employee morale. Because employees spend many of their waking hours at work, the workplace is an ideal setting to address health and wellness issues.

**Wellness programs help control costs.** An investment in your employees' health may lower health care costs or slow the cost increases. Employees with more health risk factors, including being overweight, smoking and having diabetes, cost more to insure and pay more for health care than people with fewer risk factors. A wellness program can help employees with high risk factors make lifestyle changes to improve their quality of life and lower costs, while also helping employees with fewer risk factors remain healthy.

**Healthier employees are more productive.** Research shows that workplaces with wellness programs have employees who are more productive at work.

**Healthier employees miss less work.** Companies that support wellness and healthy behavior have a greater percentage of employees at work every day. Because health frequently carries over into better family choices, your employees may miss less work caring for ill family members as well. Reduced absenteeism can yield significant cost savings and return on your wellness investment.

**Improve morale and enhanced image for the organization.** A company that cares about its employees' health is often seen as a better place to work. Those companies save money by retaining workers who appreciate the benefit of a wellness program and they can attract new employees in a competitive market.