



CORPORATE WELLNESS PROGRAM

Rehabilitation in Motion

...keeping your body in motion
www.rehabinmotion.com

Presented To:

Presented By:

Date:

WORKPLACE WELLNESS PROGRAMS MAKE SENSE

Benefits to the Employer

For over a decade, research has been showing the effectiveness of Employee Wellness Programs. For every dollar spent on a Corporate Wellness Program, the returns have been cost savings of between \$2.30 and \$10.10 in the areas of decreased absenteeism, fewer sick days, reduced injury claims, lowered health and insurance costs, and improvements to employee performance and productivity.

As reported in an Ipsos-Reid study released March 18, 2004 the main preventable contributors to employee absenteeism are:

- **Depression/anxiety/other mental health disorders - 66%**
- **Stress - 60%**
- **[Negative] Relationship with supervisor or manager - 44%**
- **Co-worker conflict in the workplace - 28% more...**

Additionally, a healthy organization increases employee morale, improves the ability to attract and retain key people, all while having more alert and productive employees. Some statistics of note:

- **Coca Cola report saving \$500 every year per employee after implementing a fitness program, with only 60% of their employees participating,**
- **Pacific Bell reported that overall absenteeism decreased after implementing a program,**
- **Coors Brewing Co. reported that for each dollar spent on their Corporate Wellness Program they saw a \$5.50 return, and the employees who participated reduced their absentee rate by 18%, and**
- **Prudential Insurance Company reported that the benefits costs for employees participating in their program were \$312, as opposed to \$574 for non-participants**

Studies show a correlation between employees who seek out corporate wellness programs and the most productive workers. Morale is another benefit of a wellness program. These programs are inexpensive ways to show employees the organization is interested in them as total persons.

At a time of reduced job security, wellness programs provide a spark of good will and foster the all-important message of self-responsibility.

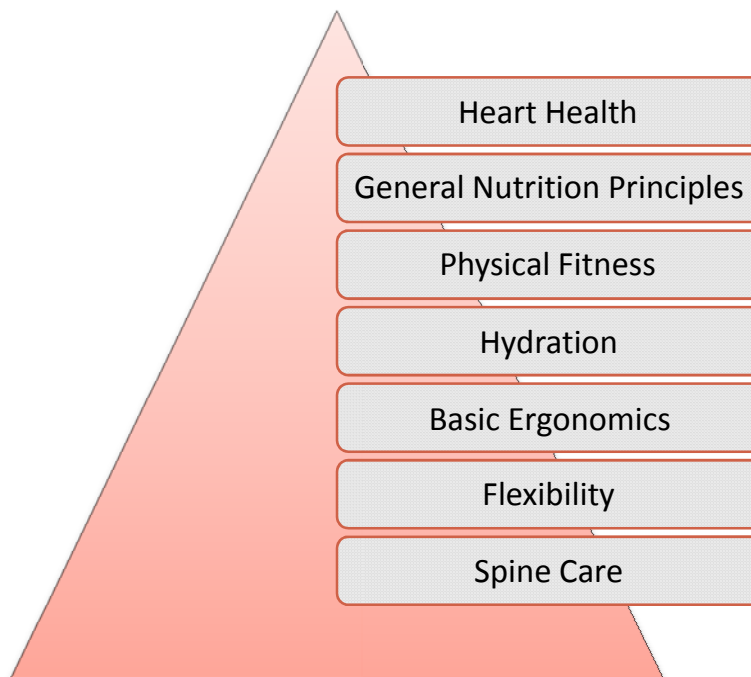
Benefits to the Employee

A healthy lifestyle impacts every part of your day-to-day work environment. Corporate Wellness Programs translate into fewer injuries, less human error, and a more harmonious office environment. They also let you know that your organization is concerned about your general health and well-being.

A good Corporate Wellness Program will also help reduce stress, which the United Nations has called "the 20th Century Disease." A large majority of office workers complain that their job is stressful - a problem that affects all levels within an organization.

WHAT ARE THE KEY COMPONENTS OF A WORKPLACE WELLNESS PROGRAM?

Workplace Wellness Programs vary considerably from business to business, but most cover key components such as:



There are numerous other health-related topics, specific to the needs of your organization that could be covered.

In addition to the education modules, there are several other interactive modules that could be added to supplement the information and promote “hands-on” learning.

These could include:



WHAT REHABILITATION IN MOTION IS EQUIPPED TO PROVIDE:

Rehabilitation in Motion is equipped to do an education session about the Wellness Program, it’s core principles and the benefits for all involved.

We can then do a wellness screen on voluntary participants who wish to assess their current level of health. The screen can involve:

- Cholesterol Testing
- Lung Function Testing
- Flexibility Testing
- Strength Testing
- Back Strength/Endurance
- Body Composition
- Aerobic Fitness



We offer the following education modules, with several more currently in production. Each talk will be accompanied by a hand-out. The length can be modified to suit your needs:

	Title	Typical Length
1	Stretching and Flexibility	30-60 minutes
2	Posture	30-60 minutes
3	Back Care	30-60 minutes
4	Getting a Good Night's Sleep	30 minutes
5	Stress Management	30-60 minutes
6	Setting up your Computer Workstation	30 minutes
7	Core Conditioning	30-60 minutes
8	Cardiovascular / Heart Health	30 minutes
9	Basic Nutrition	30-60 minutes
10	Hydration	30 minutes
11	Injury Prevention – Working Smarter	30-60 minutes
12	Basic First Aid for Common Injuries	30-60 minutes
13	Preventing Repetitive Strain Injuries	30-60 minutes
14	Effective Communication Skills	30-60 minutes
15	Dealing with Difficult People	30-60 minutes
16	Getting Fit – the Benefits of Exercise	30-60 minutes
17	Designing an Exercise Program	30 minutes
18	Safe Lifting	30 minutes
19	Relaxation Strategies	30 minutes
20	Strength Training	30 minutes
21	Weight Management Principles	30-60 minutes
22	Lung Health	30 minutes
23	Workplace Conflict Resolution	30-60 minutes

A typical wellness program over the course of a year might consist of:

- One talk per month, generally on a noon hour.
- A specific group challenge (i.e. healthy eating challenge or walking challenge) on a quarterly basis.
- Group activity, such as a stretch class, a walking group, or an exercise group twice per week (in the morning before work, on a lunch break, or immediately following work). This would ideally be cost-shared with the employees participating.

WHAT IS THE COST-BENEFIT?

First the costs....

The information session on the Wellness program is complimentary.

The screening tests can be completed for \$100+GST each. If your company has an Extended Health Plan, this expense may qualify.

Once the initial screening tests have been completed, the annual cost for such a program would be:



- \$ 1200 @ \$100 per month for the talk x 12 months
- \$400 @ \$100 quarterly to set up/administer the group activity challenge
- \$2400 @ \$600 quarterly for the 2 classes per week for six week programs
- \$ 4000 per year or \$333 per month, less than 85 dollars per week, or 17 dollars per workday. If the exercise component is cost-shared, the cost drops to 233 per month, 58 dollars per week, or **12 dollars per workday**.

Then the potential benefits....

To determine the cost versus benefit, consider the amount of time loss that your company is currently experiencing due to health-related issues. Companies with wellness programs report that absenteeism decreases by 15 to 30%.

Consider the cost of your WCB premiums. If a claim is avoided through proper workstyle and health habits, envision the savings.

Consider your overall productivity level and consider setting some measurable productivity benchmarks to track progress in this area. Would improvements in sleep and eating patterns have an impact on energy level and overall performance in your organization?

Consider your corporate climate and employee morale. Would group activities promote better teamwork? Would the stress reduction, communication and relaxation modules help to diffuse tension and minimize conflict?

Once you have considered your options, consider Rehabilitation in Motion™.