

Building a Healthy You! Wellness Program Update

Investing in wellness

Vision

Healthy active employees and elected officials thriving in healthy work environments.

Mission

To help municipalities to develop and maintain a healthy organizational culture, ensure that the physical and psychosocial work environmental is safe, and provide health resources for employees who wish to take accountability for their own health

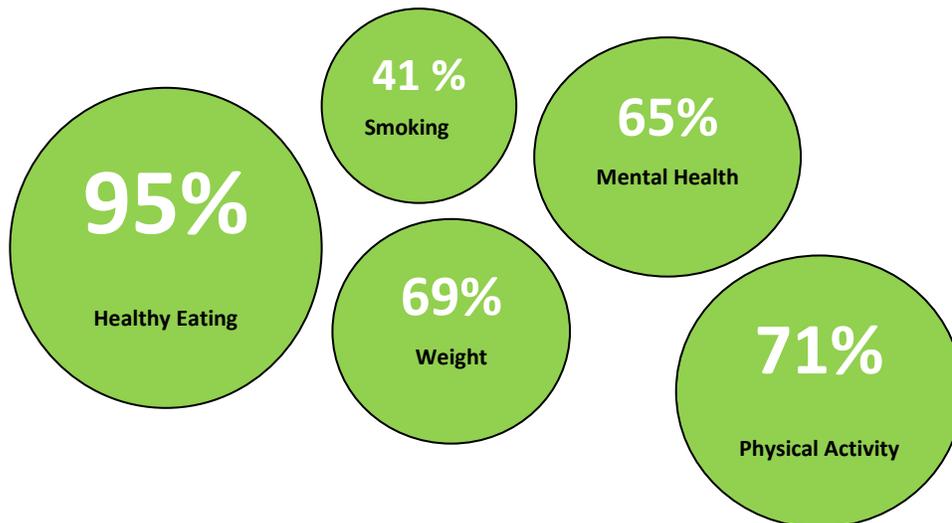
UNSM/AMANS, views the health and wellbeing of municipal employees and elected officials as a top priority.

Wellness is much more than offering fitness challenges and lunch and learns. It's a strategic approach to keeping the healthy employees healthy and helping those at risk. The **Building a Healthy You! Program** will help you to understand the health issues facing your region and support the start to finish of programs that address those issues. The wellness program is designed to support both the municipal employees and elected officials. The goal is partnering with you and empowering you to set and achieve your healthy workplace objectives!

Call for Action

The Health Risk Assessment survey findings provide a compelling call for individual and municipal action to improve and reap the rewards!

RISK FACTORS (All Municipalities)



The Health Risk Assessment conducted by the UNSM/AMANS in partnership with Medavie Blue Cross has provided a comprehensive snapshot of the risks and behaviors of municipal employees and elected officials relating to their health. The survey measured the number of municipal employees and elected officials exhibiting any of the 14 unhealthy behaviors, four of which- poor diet, inactivity, smoking and stress- are major risk factors for chronic disease. The good news is that most chronic conditions are **preventable** through proper diet, physical activity and smoking cessation. Shifting behaviors in these four areas alone could significantly improve the health of employees and elected officials.

80% of the LTD claims for municipal employees are related to mental health, neurological/accident, cancer or heart disease. The rising employee health related expenses put pressure on employers' bottom line!

The reality is that municipalities can have a tremendous amount of influence over the health of employees and elected officials. Promoting healthy lifestyles in the workplace is something that deserves a spot high on the municipal agenda.

From an employer's standpoint, when employees suffer from chronic diseases, both productivity and opportunities are lost in term of:

- Increased employee absenteeism;
- increased short-term and long term disability claims;
- increased accidents;
- reduced workplace effectiveness and;
- negative impacts on work quality.

Unhealthy behaviors impact productivity!

Being physically active less than once a week is associated with reduced workplace productivity of approximately three hours per week compared to a physically active individual¹



Source: Burton J. The business case for a healthy workplace. Industrial Accident Prevention Association.

With so many disease conditions shown to be preventable and the costs of these conditions are so high for employers, the case is clear: Municipalities who take action on employee's health have a lot to gain and the sooner you start the greater the likelihood of cost savings²

PROFITS OF WELLNESS

Research has shown that companies with the most effective health and wellness programs experienced superior human capital and financial outcomes, with:

- 1.8 fewer days absent per employee³
- 11 per cent higher revenue per employee³
- For every \$1.00 spent on wellness programs, medical costs can fall by about \$3.27 and absenteeism cost fall about \$2.73⁴



THE BENEFITS OF INVESTING IN WELLNESS

Whether your municipality is just starting to integrate wellness into the workplace, struggling to justify its existence, or wanting to get more from your current wellness investment, the **Building a Healthy You!**

Program will help you. This program can provide employees and elected officials with targeted health messages, more convenient access to best practices and plug and play resources for policy development. The program is structured for the needs of each municipality to include elements such as wellness challenges, health risk assessments, education sessions, policy development and much more. **The results will be a much healthier municipality with rewards for employers that can be substantial.**

With so many municipal employees and elected officials at risk of health issues- and with healthy employees able to provide a positive impact to a municipalities bottom line- the case for workplace wellness programs could not be clearer. By bringing resources right into the municipality, the wellness program can provide the motivational incentives and convenience that employees need to take action to improve their health and deliver significant measurable benefits to the municipality.

A healthy workplace contributes to staff well-being and higher productivity, which will ultimately benefit your community and its citizens. A workplace wellness program protects the most valuable organizational asset, the **employee**, by promoting the health and wellness of each individual. As such, a wellness program provides solutions to continue to control growing costs that employers face.

MY GOOD HEALTH LIVE WELL & WIN CONTEST

Not feeling great? Want to feel better?

UNSM is partnering with AMA and Morneau Shelpell to focus on the health and wellness of municipal elected representatives and staff. Rebecca Kolstee has been hired to work with municipalities on health and wellness and has lots of great information and tools to assist in becoming healthier. One tool she has provided is the My Good Health website (<https://www.medaviebc.mygoodhealth.ca/>) - you can win a prize by registering before May 29th and building your confidential health profile. On the website you will find a symptom checker, nutrition and activity trackers, healthy shopping lists and action plans. You may need to register through Rebecca and her contact information is rkolstee@amans.ca



- 1.Goetzel RZ, Pei X, Tabrizi MJ, Henke R, Kowlessar N, Nelson CF, Metz RD. Ten modifiable health risk factors are links to more than one-fifth of employer-employee health care spending. Health Affairs. 2012; 31(11):2474-2484.
- 2.Burton J. The business case for a healthy workplace. Industrial Accident Prevention Association. 2008.
- 3.TowersWatson, "Staying@Work. 2013
- 4.Harvard University: Health Affairs. "Workplace wellness Program Can Generate Savings," 2010