



Wellness at Work

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Is Your Workplace Wellness Ready?

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Today's buzzword is "wellness," but what does that mean for your company? The term "wellness" has evolved; it's not just about whether the desk ergonomics are correct, or whether employees are living an active, healthy lifestyle outside the office. While all these activities are certainly important, "wellness" means even more these days. It means employees are empowered with more choices and tools to control the healthiness of their own personal environment.

What exactly is an employee's personal work environment? In the office, it means controlling the world In, On and Around them. It's their individual space. From what they drink, to what they touch, to germs they may be exposed to on a daily basis. It's about drinking enough water to stay properly hydrated. It's about disinfecting surfaces and sanitizing hands to help reduce the spread of illness-causing germs from one employee to the next. These wellness factors can have an impact on your overall health, the health of your co-workers, and the health of your company's financial performance, and you can help control them.

Creating a healthy environment for your employees not only cuts down on absenteeism, and saves money, but it also makes employees feel the company truly cares about their well-being. In a recent survey, 71% of employees said they would feel that their company cared about their health and safety if they were provided with hand sanitizers and disinfecting wipes.

In addition, 38% of employers experience the problem of sick workers showing up on the job when they should stay home. The next time you find yourself sick but heading out the doorto work, ask yourself, "Is it really dedication if I am infecting those around me?"

Empower your workers to live well and work well

Sick workers on the job cost companies as much as \$150 Billion in lost productivity, higher health care expenses and increases absenteeism due to contagion.

Did you know that you should cough or sneeze into your upper sleeve, not your hand? If you use your hand, every surface you touch may be infected with the germs.

The Importance of Hand Washing

Spending the extra time at the sink for a thorough hand washing is the best line of defense against germs.

Here is your to-do list for healthy hands:

- Wash hands using soap and warm, running water.
- Rub hands vigorously during washing for at least 15 seconds.
- Pay special attention to the backs of the hands, wrists, fingertips, between the fingers and under the fingernails.
- Rinse hands well while leaving the water running.
- With water running, dry hands with a single-use towel.
- Turn off the water using a towel, covering washed hands to make sure you don't pick those germs right back up again.
- Use the paper towel to open the door on your way out. A waste basket can be posted right inside the door so you can toss towels on your way out

For More Information on company wellness programs and how they may help your company, contact **Healthsync** today.

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Wellness at Work Pays Off

The average company that implements a wellness program sees a 4 to 1 return on investment. When companies add the increased productivity and decreased absenteeism, they often save more than \$500 per employee per year. Companies who are seeing 15% to 20% increases in health related costs each year should look at implementing wellness programs immediately to help stop this expensive trend. For more information about company wellness and productivity planning, call Ed Dyer at Healthsync.

Starting a Company Wellness Program

Many companies are faced with healthcare cost increases of 15% or more per year. In most cases, insurance premium rates are based on the health claims of the employee group. Leading companies throughout the country are getting a grip on their healthcare costs by starting wellness programs with their employees.

A wellness program that is well organized generally has a 5 to 1 return on investment, and can be implemented with very little disturbance in a company's workflow. Here are 4 major ingredients to a successful wellness program.

- * Get support from senior management for the wellness program
- * Collect data on the company and employees to set a baseline
- * Based on the data, set an action plan to reduce health risks and cost
- * Evaluate the success of your activities and change course as needed

Today, wellness programs are an important part of strategic planning. As healthcare costs eat up company profits, companies need to aggressively plan their financial defense.

Health Fact

Exercising is one of the best things you can do for your health, as long as you do it safely. Start your exercise program slowly and build up your intensity gradually over time. Warm up your muscles and joints with stretches before your exercise, and drink water every 20 minutes while exercising. Most importantly, cool down for twice as long as you warmed up.

Walk 40 Miles This Month

Walking is easy on your joints, helps prevent osteoporosis, promotes heart health, and helps you maintain a healthy weight. If you walk 1.4 Miles a day, you'll have no problem completing this challenge.

Home Safety Month

Before you leave on your family vacation, the Home Safety Council wants you to make sure your home looks like someone is there—even when you're not. Mow the lawn before you go. Stop newspaper delivery so papers don't accumulate on the front porch. And set inside timers so that lights go on and off at appropriate times.

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Maintaining proper body weight has tremendous health benefits.