



Fitness for Life

The ROI and Effectiveness of Employee Wellness Programs

The Benefits of an Employee Wellness Program are Undisputed Today:

Reduced Health Care Benefits Claims Expenditures	Reduced Absenteeism
Decreased Workers' Compensation Claims Expenses	Increased Productivity
Improved Job Satisfaction	Reduced Staff Turnover
Improved Recruitment	Improved Presenteeism

Review of 73 published studies of employee wellness programs demonstrated:

- Average \$3.50-to-\$1 savings-to-cost ratio in reduced absenteeism & health care costs

Meta-review of 56 published studies of employee wellness programs demonstrated:

- Average 27% reduction in sick leave/absenteeism over an average period of 3.6 years.
- Average 26% reduction in health costs
- Average 32% reduction in workers' compensation, disability management claims costs
- Average \$5.81-to-\$1 savings-to-cost ratio

Costs Follow Risks

Employees with 7 risk factors cost employers 228% more in health care costs versus those without (tobacco use, hypertension, high cholesterol, obesity, high blood glucose, high stress, no physical activity)⁽¹⁾

An evaluation of organizations that combined elements of worksite health programs to identify individuals at high risk and provide appropriate interventions

- Cost-to-benefit ratios ranged from \$5.47–\$6.47 for each dollar spent for programming

Potential savings from average risk reduction

- \$153 pp per year, compared to a savings of \$350 for keeping low-risk employees at low risk. (2,3)

Are you ready to start improving your bottom line? To start saving contact:

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1 *J. Occup. Environ. Med.* 4:843–5746. Goetzel

2 Leading by Example 14. Pelletier B, Boles M, Lynch W. Change in health risks and work productivity over time. *J Occup Environ Med.* 2004;46(7):746-754.

3. Goetzel RZ, Long SR, Ozminkowski RJ, Hawkins K, Wang S, Lynch W. Health, absence, disability, and presenteeism cost estimates of certain physical and mental health conditions affecting U.S. Employers. *J Occup Environ Med.* 2004;46(4):398-41