



Business Case for Agencies



Worksite Health & Wellness Campaign Fact Sheet

Vision of the [National Prevention Strategy](#): Working together to improve the health and quality of life for individuals, families, and communities by moving the nation from a focus on sickness and disease to one based on prevention and wellness.

Strategic, [comprehensive worksite health & wellness program](#) provide significant benefits for Federal employees, agencies, and local communities. Federal employees enjoy improved health and wellness outcomes, and experience increased job satisfaction and morale, as a consequence of their employer's commitment to their well-being. Federal agencies similarly experience positive organizational outcomes from: improvements to their employees' productivity and engagement; reduced costs associated with healthcare, disability, and workers' compensation; and other competitive advantages as an employer of choice. Worksite health & wellness programs can also achieve positive effects for communities by supporting the health of their employees, such as preventing the spread of disease amongst the community at large.

IMPROVED PRODUCTIVITY

As demands rise and budgets tighten, agencies must strategically plan how to achieve missions and how to maximize productivity by tapping into a wide range of tools available to them, including worksite health & wellness programs. According to the [Centers for Disease Control and Prevention \(CDC\)](#), indirect costs of poor health, such as absenteeism and reduced work output, may be several times higher than direct medical costs. Additionally, productivity losses related to personal and family health problems cost U.S. employers \$1,685 per employee per year, or \$225.8 billion annually. The [National Institute of Occupational Safety and Health \(NIOSH\)](#) estimates chronic conditions associated with presenteeism¹ causes 18-91 lost work days per year and chronic conditions associated with absenteeism causes 1-10 lost work days per year.

Healthier employees are more likely to be productive and less likely to miss work.

EMPLOYEE ENGAGEMENT

OPM is committed to helping agencies create inclusive work environments where a diverse Federal workforce is **engaged and energized**, puts forth its best effort, achieves their agencies' missions, and remains committed to public service. Federal agencies are encouraged to promote employee health as a means to improve employee engagement. According to [the Gallup-Healthways Well-Being Index](#), there is a positive correlation between healthy lifestyles and employee engagement; specifically, these results indicated that healthier employees, and those that are regularly engaged in healthy behaviors – such as participating in physical activity and eating a nutritious diet – are more likely to be actively engaged in their work.

FINANCIAL BENEFITS

Reduced Health Care Costs: Health care costs are higher than ever and continue to rise. Worksite health & wellness programs can curb these costs by helping employees improve their health and lower their risk for developing costly chronic diseases. According to [CDC](#), chronic diseases and conditions—such as heart disease, stroke, cancer, diabetes, obesity, and arthritis—are among the most common, costly, and preventable of all health problems.

Research on worksite health & wellness programs has demonstrated a positive return-on-investment of \$3.27 to \$1 for medical costs associated with prevention and disease management.

Source: Baicker K, Cutler D, Song Z. Workplace Wellness Programs Can Generate Savings. Health Affairs. 2010; 29(2): 1-8.

¹ Presenteeism is the problem of workers being on the job, but, because of illness or other medical conditions, not fully functioning. (Hemp P. Presenteeism: at work—but out of it. Harvard Business Review. 2004;82(10):49–58.)

Reduced Workers Compensation and Disability Management Claims Costs: According to [CDC](#), in 2006, employers spent nearly \$87.6 billion on workers' compensation. Agencies can limit and control the escalating cost of workers' compensation claims by developing comprehensive worksite health & wellness programs for their employees that help keep healthy employees at low-risk by promoting health maintenance and help unhealthy employees lower their health risks. A systematic review of 56 published studies of worksite health programs showed that well-implemented worksite health & wellness programs can lead to 25% savings each on workers' compensation and disability management claim costs (Chapman LS. Meta-evaluation of worksite health promotion economic return studies: 2005 update. American Journal of Health Promotion. 2005 July-August;19(6):1-11.).

BECOMING AN EMPLOYER OF CHOICE

Improved Recruitment & Retention: Employees are more likely to leave or remain and give less than they can if they feel their agency does not care about them. Worksite health & wellness programs have been shown to improve morale and productivity, and as a result, these programs can give agencies a competitive advantage in recruitment and retention of top-talent. Worksite health & wellness programs, as well as other work-life programs, are increasingly seen as a core component of an attractive employee compensation and benefits package. Agencies may maximize the effectiveness of their recruitment efforts by broadly considering the actual needs of the workforce pool which is increasingly focused on matters other than simple financial incentives, including: the employer's commitment to the well-being of employees; schedule and workplace flexibilities; health management; opportunities for innovation; support for risk-taking; and service-oriented cultures.

Improved Organizational Image: An agency's reputation and image can impact its success. An organization that demonstrates it cares about its employees through programs like a worksite health & wellness program is often viewed as a better place to work, and perceived as an organization that demonstrates social responsibility. Worksite health & wellness programs can also increase social cohesion of a work team, and many employees feel pride, trust, and respect from being actively engaged in their worksite health & wellness programs. These factors can be difficult to monetize but have an inherent value to an agency (Pronk NP. Placing Workplace Wellness in Proper Context: Value Beyond Money. Preventing Chronic Disease 2014;11: 140128).

“Millennials are very comfortable with the idea of employers being involved in their health...as Boomers retire and Millennials surge in the door, the demand to integrate wellness into the workplace will continue to grow. Best to get on top of this now.”

Dr. Carm, a WELCOA (Wellness Council of America)-certified expert in workplace wellness

RESOURCES & GUIDANCE FOR WORKSITE HEALTH & WELLNESS COORDINATORS

[OPM Worksite Health & Wellness](#)

This OPM website provides various resources and guidance to help agencies understand the basics of worksite health & wellness, explore issues in greater detail, and implement effective programs.

[Federal Work-Life Community of Practice's Worksite Wellness Resource Page](#)

Hundreds of resources can be found on the OPM-hosted webpage and new ones are constantly added. Please email worklife@opm.gov for access to the CoP.

[HHS CDC's Workplace Health Promotion – Making the Business Case](#)

This site showcases research-based information for making the business case for worksite health & wellness programs, including reasons for investing and benefits of health promotion programs.

[NIOSH's Total Worker Health](#)

This site provides the business case for integrating health protection and health promotion at workplaces.