Worksite Wellness - Building Healthy Lifestyles for Healthy Businesses

UAB EatRight Weight Management Services
Did You Know?

- **Fortune** and **Working Mothers** magazines’ Best Companies to Work For report that work/life balance and wellness programs are important in becoming an employer of choice (2003)

- United States Department of Health and Human Services hopes to have 75% of U.S. worksites offering comprehensive health promotion programs by 2010
How can your company benefit from worksite wellness?

- Lower health care costs
- Reduced absenteeism
- Higher productivity
- Reduced use of health care benefits
- Reduced worker’s comp/disability
- Reduced injuries
- Increased morale and loyalty
How can your employees benefit from worksite wellness?

- Weight reduction
- Improved physical fitness
- Increased stamina
- Improved medical condition
- Decreased stress
- Increased well-being, self-image, and self-esteem
Obesity and health status

- Defined as body mass index (BMI = weight in kg/height in m²) of 30 or more
- Accounts for ~400,000 deaths/year = second leading cause of death in U.S. [1]
- Associated with high blood pressure, heart disease, diabetes, stroke, osteoarthritis, sleep apnea, decreased quality of life, and premature death

Obesity Trends Among U.S. Adults between 1985 and 2005

- During past 20 years, there has been dramatic increase in obesity in United States
- Data shown in these maps were collected through CDC’s Behavioral Risk Factor Surveillance System (BRFSS)
Obesity Trends* Among U.S. Adults
BRFSS, 1990, 1995, 2005
(*BMI ≥30, or about 30 lbs overweight for 5’4” person)
Obesity and the workplace

- Positive association with absenteeism (measured as work loss days) [2-5]
- Associated with high annual sick leave and long spells of absence [6]
- Shown to increase short-term absences due to disability and illness [7]
- Obese workers shown to incur greater productivity losses than nonobese workers [8]

Dollars and Sense

- Lifestyle behaviors/obesity are related to health risk status
- Health risk status is related to health care costs
- Adults’ poor nutrition habits linked to $146 billion in medical costs per year [9]
- At least ¼ health care costs attributed to modifiable health risks (i.e. diet, exercise, etc) [10]

Health Care Costs

- As specific health risks increase (e.g. more sedentary, more overweight) health care costs increase \[11\]

- As the number of health risks increase (e.g. sedentary + overweight + unhealthy diet) health care costs increase \[11\]

Total Annual Health Benefit Cost for Active Employees

*Average increase projected for 2006 after changes; increase of 9.9% predicted before changes

Mercer's 2005 National Survey of Employer-Sponsored Health Plans

Approximately 80% Increase 1999–2006
Due to treating Diseases such As diabetes, pulmonary disease, cancer
As an individual’s health risk becomes greater, the likelihood that they will experience a major, high cost medical event becomes greater [12].

As an individual’s health risk status improves (decreases), their medical claims costs decline [12].

Worksite Wellness Programs

- U.S. Department of Health and Human Services report reveals that at worksites with wellness programs, employers have:
  - Reduced healthcare costs by 20 to 55%
  - Reduced short-term sick leave by 6 to 32%
  - Increased productivity by 2 to 52%
Source: IRSA, the Association of Quality Clubs – 1992
Employee Benefit News, May 1997
EatRight

- Developed at UAB in 1976 by Dr. Roland Weinsier
- 12-week program combining dietitian expertise and physician management
- 60 minute classes on-site and at company-chosen time, led by a registered dietitian
- Includes nutrition education, emphasizing behavioral therapy and physical activity
Core Nutrition Topics

- Food selection principles
- Goal setting
- Self-monitoring
- Dining out
- Stress management
- Understanding food labels

*Additional topics tailored to meet needs of facility*
Program Costs

- 15-19 participants: $3600
- ≥ 20 participants: $180 per participant
- Payable by either employee or employer
- Employee reimbursement may be partial or full at discretion of employer
- Spouse or other immediate family member can participate at rate of $240 per person
Why choose *EatRight*?

- Leader in developing sound nutrition strategies for long-lasting weight loss
- Low energy-density plan emphasizing fruits and vegetables, high-fiber starches, lean meats, and low-fat dairy products
- Low energy-density dietary habits promote long-term weight maintenance
Why choose *EatRight*?

- Recent published study showed that former *EatRight* participants lost ~8.8 pounds while in program.
- 80% of these *EatRight* participants maintained their weight loss after 2 years.
- Participants who maintained or reduced their weight after completing *EatRight* program maintained dietary patterns consistent with *EatRight* principles.
Success Stories

“"I have been so thrilled with the EatRight program. It has all the elements I've been looking for to support my efforts to become healthier and, an added benefit, to lose weight. A well-balanced healthy eating and living program that can be adopted for life with instruction from knowledgeable nutritionists is truly a formula for success!""

“I am now going in to my third year in the EatRight program. I continue in the program because I learn something new in every class. No class is ever the same and the information I have learned has helped not only me but my entire family. I have lost 95 pounds and have kept it off for over 1 year.”
Success Stories

- “The EatRight program saved my life! This program has helped me learn that with a few changes in my lifestyle, I can lose weight, enjoy what I eat, eat what I want, and never feel as if I have been deprived. I feel better, I have more energy, and can now enjoy many activities that I had given up because I was too heavy. (I actually tried to water ski last summer.) But more importantly, I have learned that I am not a failure! I am not on a diet. I am in a lifestyle-changing program, and I love it.”

- "The EatRight staff was knowledgeable, helpful and interested. To date I have lost 58 pounds.”
Additional resources available through *EatRight*

- Food journals, fast-food nutritional guides, weekly modules
- Access to structured fitness program through YMCA Advantage program*
- Access to electronic system for tracking progress with diet and activity goals*
- Monthly electronic newsletter
- Preferred appointment referral to Medical Nutrition Risk Reduction Clinic

(*-available for additional discounted cost)
Employee Incentives

- Can boost participation in wellness program and increase potential cost savings

- May be:
  - Financial
  - Gift certificates
  - Merchandise discounts
  - Days off
  - Lower medical premiums

- **EatRight** can help select best fit for company and can guide through process **
The Bottom Line

- Workplace ideal for promoting healthy habits and impacting behavior change
- Outsourcing allows for cost-effective, established wellness program
- *EatRight* provides knowledge, ideas, and inspiration!