



# Is Your Company's Wellness Program a Waste of Money?



**75% of all companies in the US offer some type of wellness program. Do these programs work? Are they worth the cost?**

- The Industrial Accident Prevention Association reported in 2008 that comprehensive workplace wellness interventions can return up to \$8 for every one corporate dollar invested.
- In 2012, each smoker cost his or her employer an estimated \$4,256 in lost productivity due to smoking breaks and absenteeism, according to the Conference Board of Canada's 2013 report *Smoking Cessation and the Workplace*.
- A 10% weight loss will reduce an overweight person's lifetime medical costs by \$2,200 to \$5,300, say the Centres for Disease Control and Prevention.
- Moving an employee from sedentary to active can save an employer over \$4,000. Moving someone from obese to a healthy weight can save over \$3,00 annually in costs relating to absenteeism, presenteeism (attending work while sick), drug costs and productivity, according to a study by Chenoweth et al entitled *The Economics of Physical Inactivity, Obesity & Overweight in California Adults, 2008*.
- A 2010 study by the Centre for Addiction and Mental Health reports that when you move a health risk from modest or severe down to the normal range, it results in \$1,500 in savings in absence costs for each risk factor.

- It costs employers \$7,325 per employee with type one or type two diabetes per year in absenteeism and presenteeism, says a 2011, literature review by Capsana, Montreal and Analysis Group.
- Lack and loss of productivity due to health reasons can also lead to absenteeism. According to a CDC study, absenteeism costs small employers between \$16 and \$81 per employee annually, and large employers between \$17 and \$286.

**Wellness programs are a great investment! They lower health costs, enhance productivity, boost employee engagement and reduce employee absenteeism and turnover.**

**READY TO TAKE THE FIRST STEP?**

**For a consultation to determine your wellness needs, contact:**

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