Workplace Wellness

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**What is Workplace Wellness?**

A workplace health program is a health promotion activity or organization-wide policy designed to support healthy behaviors and improve health outcomes while at work.

Activities Include:

- health education/coaching
- weight management programs
- medical screenings
- on site fitness programs
How to Make a Workplace Wellness Plan

Step 1: Conduct an organizational assessment, all of which include:

- Create surveys that evaluate the employee’s fitness needs, and interests.
- Conduct a health risk assessment. These generally have to be conducted with caution, and employers should advise with legal counselors before they carry-out these health risk assessments due to compliance.
- Review health insurance rates
- Evaluate and conduct environmental inspections of the workplace. Performing these inspections can provide information about the workplace culture and its impact on the employee’s behavior and wellness.
Wellness Plan Cont.

Step 2: Get management support—Management support is critical for the success of the wellness plan in order to get funding, policy approval. Also, management can help link health promotion objectives to business outcomes.

Step 3: Create a wellness committee

Step 4: Develop goals and objectives

Step 5: Create a budget

Step 6: Make incentives and rewards

Step 7: Talk to others about the plan and components
Examples of Workplace Wellness Programs

- On site gym available
- Health classes
- Fitbit challenges
- Weightloss challenges
- Point challenges
Pros of workplace wellness

- Brings down health related expenses to employers
- Makes employees happier, and in turn better employers
- Wellness programs help increase mental health too
- EEOC offers information on workplace wellness plans and how to make them succeed
Cons of Workplace Wellness

- Some employers don’t want to pay the cost to have onsite gyms or health training/programs

- Some programs sound ideal but do not produce positive results

- If not done right, it can have the opposite effect

  - For example, companies such as Honeywell Corp & Orion Energy systems mandated health screenings that resulted in lawsuits by the EEOC claiming that testing workers was a violation of the Americans with Disability Act
Stretch break everyone!
Our Suggestion

We believe that workplace wellness is a good thing and companies should implement these programs. These programs cause overall improvement to employees mental and physical health which in return helps the employer. Happier employees work harder and make a workplace environment better. The employer also benefits because their health care costs can decline if their employees are healthier. With the benefits produced, the cost to implement these programs pays for itself.

