



Making Good Health Easy:

How to Begin a Corporate Wellness Program

RJP PROVIDED BY
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According to dictionary.com, wellness means “the quality or state of being healthy in body and mind, especially as the result of deliberate effort.”

With the rising cost of health care, here at RJP we hope to assist you in deciding on the best policies for you and your employees. More and more, companies are looking at corporate wellness programs and recognizing the importance of them in helping to lower health care costs, increase job satisfaction, increase job retention and recruitment. A wellness program helps to inform employees about their health; empowers them in their health care decisions and helps them to take control of their health in determining health satisfying behaviors.

PROBLEMS OF POOR HEALTH:

Absenteeism
Presenteeism
Spiraling health care costs
Medical care costs
Pharmacy costs
Long and short-term disability
“A generation who won’t live as long as their parents.”

SOLUTION:

Corporate Wellness Programs



Essential Elements to a successful program:

- Must have **MANAGEMENT SUPPORT** - Vision statement of wellness
- Must have **COMPANY OWNERSHIP** - Have a wellness champion or committee who knows company culture.
- Must have a **BUDGET**
 1. Actual program and activities
 2. Incentive program
- Must remember that it is a **PROCESS** - “deliberate effort”.
- Must have a **PLAN**:

1. Assessment - (Where we are?)

Pre-wellness survey- interest in wellness
Health risk assessment with biometric screening
Set goals/objectives

2. Implementation - (How are we going to get there?)

Variety of activities;
General activities-target the at-risk behaviors
Incentive programs; need to motivate to change behavior

3. Evaluation - (How did it go?)

End of year survey to assess plan.

Where RJP & Associates can help:

- **Assess your company needs:**
 - Which wellness plan would fit your specific needs.
 - Compare carrier based plans with independent companies.
- **Supplement the wellness plan as needed:**
 - Supply information regarding various resources in community.
- **Resource for wellness committee/wellness champion**
 - Help with trouble shooting; encouragement.
 - Suggestions based on company’s experience/ research.