

Workplace Wellness Services



For more information on HomeCare Options and its Workplace Wellness Services contact Carol Mahler, a nurse practitioner and Director of Wellness Services, at **973-523-1224** or **cmahler@earthlink.net**



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HomeCare Options

THE COMMUNITY HOME CARE OPTION FOR OVER 50 YEARS

Workplace Wellness Services



Reducing Absenteeism and Presenteeism
Improving Productivity

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Good for Employees, Good for Business

Research shows that keeping a healthy workplace is not only good for your employees, but it's also good for business.

A study by the Health Management Research Center at the University of Michigan, for example, shows that workplace wellness programs save employers on average up to \$225 per employee each year in medical costs and productivity gains. In another study, published in the American Journal of Health Promotion, researchers found that more than half of the expenditures created by sick employees can be attributed directly to such unhealthy lifestyles as smoking, inactivity and obesity, which cost U.S. businesses \$13 billion annually.

Moreover, presenteeism – when sick employees come to work and spread their illness, causing contagion and lower productivity – is also a growing concern addressed by workplace wellness programs.

With this in mind, HomeCare Options, the not-for-profit home care agency that has provided home health care for more than 50 years, has created a holistic, customized approach to keeping people healthy in the workplace. The program is intended to reduce absenteeism and presenteeism due to such issues as personal illness and stress and, by making people feel better, improve their productivity.

HomeCare Options believes so much in the impact of its services that it has developed a tool for employers to trend the results of its workplace wellness programs, showing clients how the benefits will surpass the investment on their wellness efforts.

FACTS ABOUT UNSCHEDULED ABSENTEEISM *

- Personal sickness results in the most common reason for unscheduled absenteeism (35%).
- Unscheduled absenteeism was higher in 2006 than in any year since 1999.
- The cost to large employers is an estimated \$850,000 per year in direct payroll costs.
- This comes out to \$800 per employee, before factoring in lost productivity, morale and temporary labor costs
- 31% of employers consider absenteeism a “serious problem.”
- 92% of employers believe it will stay the same or worsen in the next two years.
- Presenteeism is viewed as a growing problem by 56% of employers.

* 2006 CCH UNSCHEDULED ABSENCE SURVEY



A Customized Approach

The Workplace Wellness Services offered by HomeCare Options are individualized and customized to the needs of the organization. They may include any or all of the following services:

- **Employee physicals**
- **Counseling for chronic diseases like diabetes, asthma and high blood pressure**
- **Preventive screenings**
- **Computerized medication screenings to detect Adverse Drug Reactions among prescription drugs**
- **Flu Shots (if vaccine available)**
- **Infection Control – Stopping the spread of colds and flu in the workplace**
- **Nutritional guidance**
- **In-services on health-related topics**
- **Support groups for those with various health-related issues**
- **Lifestyle related programs (e.g. smoking cessation)**
- **Periodic health assessments**
- **Stress reduction and exercise**