

Workplace Wellness Programs

“Empowering your Employees by Embracing
Corporate Wellness”

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Activity ...

Wheel of Life

Health and Wellness Definitions

- **Health** is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity – WHO
- **Wellness** is an active process of becoming aware of and making choices towards a more successful existence – National Wellness Institute

Physical Health Aspects

- Physical fitness
- Nutrition
- Stress Reduction
- Medicine & Healing
- Mind- Body Wellness
- Healthy Living

Wellness Program Components

- **Screening activities** to identify risk, e.g. annual medical exams or site bp, blood sugar, weight measurements, burden of NCD's
- ***Preventive interventions** to address manifest health risks, e.g. educational campaigns*
- **Health promotion activities** to further healthy lifestyle, e.g. healthy food options at cafeteria, on site gym, on site vaccination

Lifestyle Management Programs

- Targets prevention of diseases
- Nutrition and weight
- Smoking
- Fitness
- Alcohol/Drug Abuse
- Stress Management
- Health Education

Disease Management Programs

- These target employees that are already suffering from a chronic disease
- May include diabetes, hypertension, depression, cancer to name but a few examples

Facilitators for Successful Wellness Programs

- Effective communication
- Opportunity for employees to engage
- Leadership engaged at all levels, e.g. senior managers making it an organizational priority/policy change
- Use of existing resources and relationships e.g. medical insurance provider
- Continuous evaluation

Benefits of Wellness Programs

- Potential to reduce employees incurring key health risks
- Potential to reduce healthcare costs once the above risks are mitigated
- Increased productivity with less absenteeism
- Less chances of burnt out employees
- Employees also more likely to stay with a company they perceive to be making an investment in their well-being.



Questions

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Conclusion

- The emerging discipline of Health and Productivity Management has shown that health and productivity are ‘inextricably linked’ and that a healthy workforce leads to a healthy bottom line.

References

- http://www.dol.gov/ebsa/pdf/workplacewellnessstudy_final.pdf
- www.who.int/about/definition/en/print.html
- www.forbes.com/sites/bmoharrisbank/2013/02/06/is-a-corporate-wellness-or-preventive-care-program-right-for-your-company/



Asante sana!