**Family Friendly New Mexico – Business Toolkit**

**Wellness Programs**

**Definition: An organized, employer-sponsored program that is designed to support employees (and, sometimes, their families) as they adopt and sustain behaviors that reduce health risks, improve quality of life, enhance personal effectiveness, and benefit the organization’s bottom line** (Harvard Business Review, 2010).

**Wellness Programs could include:**

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| **Wellness assessments, screenings, health coaching** |  | **Onsite preventative care like immunizations, interventions such as smoking cessation** |  | **Organized wellness activities, incentive and /or paid time off for wellness activities** |

**What are the benefits of offering Wellness Programs / Policies?**

Wellness program can benefit employers by, lowering health care costs, reducing absenteeism, achieving higher employee productivity, reducing workers’ compensation and disability-related costs, reducing injuries, and improving employee morale, retention, and loyalty. Most people see connections between health, happiness, and productivity at work. Companies can help foster all three through a corporate wellness program.

**The CDC’s Workplace Health Research Network outlines components of a comprehensive wellness program:**

1. Programs are practical and accessible
2. The work environment is health-conscious
3. Wellness is integrated into the company’s structure
4. Wellness is linked to existing support programs
5. Health screenings and education are offered

SOURCE: <http://fortune.com/2015/04/13/corporate-wellness/>

**How can employers help?**

The Society for Human Resource Management (SHRM) suggests companies conduct specific research and planning before implementing wellness programs. Some basic steps companies can follow to put a wellness program in place are as follows:

1. Establish the goal of the wellness program.
2. Decide the company’s level of involvement in the program.
3. Establish the budget and expected return on investment.
4. Choose employee rewards.
5. Write and communicate the policy/program to employees.

SOURCE: <https://www.shrm.org/resourcesandtools/tools-and-samples/hr-qa/pages/wellnessprogramscontributingtotheemployer%E2%80%99sbottomline.aspx>

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| **Sample Wellness Program Policies** |
| **Wellness Policies** | * WomensHealth.gov
* <http://choosehealth.utah.gov/documents/pdfs/ACA_Booklet.pdf>
* <http://cghealth.com/wp-content/uploads/2015/08/the-health-trust-organizational-wellness-policy.pdf>
* <https://resources.workable.com/employee-wellness-policy>
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**Business Testimony for Wellness Programs**

Talk to Michelle from Nusenda

**Business Checklist**

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| What are our next steps? | Who is taking the lead? |
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**Citations & Resources:**

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[**The ROI of Wellness Programs: From Perk to Priority Investment**](https://www.shrm.org/hrdisciplines/benefits/Articles/Pages/CMS_020035.aspx), *SHRM Online* Benefits Discipline, January 2007