

Wellness Pays

Partnership for A Healthy Business Community

Enhancing the health, productivity, and quality of work life
for small business leaders, their employees, and their communities



Fall 2004

Could Running Be Good Business?



Lacing up the running shoes is a powerful asset for small business owners, according to a study by Ball State University.

A survey of 336 entrepreneurs found those who regularly run reported better personal satisfaction, independence and autonomy than their non-running or weight-training counterparts.

The study also found that companies managed by runners reported better sales results than firms directed by non-runners.

Wellness Luncheon to Address Bottom Line

Businesses in North Texas are invited to learn how wellness programs can impact their bottom line at the **Wellness Pays Luncheon** on **August 10, 2004**. The Small Business Wellness Initiative will host the complimentary luncheon from 11:30 a.m. to 1:00 p.m. at the Associated Builders and Contractors of North Texas office located in Irving.

The SBWI will present the results of a research study on the effectiveness of health promotion and wellness programs conducted in small businesses in Dallas, Denton and Tarrant counties.

Wellness Pays Luncheon

August 10, 2004

11:30 a.m.-1:00 p.m.

**ABC of North Texas Office
8440 Esters Blvd, Ste 120
Irving, TX 75063**

RSVP by August 2 to
Roxanne Martinez at
(817) 332-6329 ext. 240 or
r.martinez@tarrantcouncil.org.

Studies suggest that, for every dollar invested in health promotion, a company saves \$3 to \$5 in health and safety costs, says project director Kelly Heath.

"Businesses that invest in employee health and wellness reap the financial rewards through savings on health care costs, disability pay, absenteeism, employee turnover and safety problems," Heath said.

Invest in a Healthy Workplace

Healthy employees work well. When employees are healthy and well, employees and employers both benefit. That's the idea behind **Healthy Workplace Week**, a week-long celebration to promote healthier workplaces.

Studies have shown that businesses that promote wellness in the workplace not only benefit from a healthier, more productive workforce, but they also benefit from decreased health insurance costs, decreased workers' compensation claims, enhanced recruitment and retention of employees, decreased rates of illness and injuries and reduced employee absenteeism, all of which translate to better business.

"Employee health and wellness can have a significant impact on a business' bottom line," says SBWI project director Kelly Heath. "Workplace wellness is an avenue that any size business cannot afford to ignore." *(continued on page 2)*



Invest in a Healthy Workplace

(continued from page 1)

Whether your business has five or 500 employees, there are several free or low-cost ways to promote a healthy workplace. If you aren't already promoting a healthy work environment, Healthy Workplace Week is a good time to start. The Small Business Wellness Initiative offers several suggestions for any size business to promote health and fitness in the workplace:

- Host a wellness brown bag or lunch 'n learn workshop
- Sponsor free health screenings (i.e. high blood pressure, cholesterol, glucose or alcohol screenings)
- Promote health and fitness in your employee newsletters or insert wellness tips with employee pay stubs
- Collaborate with community organizations, such as the Small Business Wellness Initiative, that offer free or low-cost health programs or services
- Launch or implement a workplace wellness or exercise program
- Offer and promote an employee assistance program (EAP)
- Host a worksite health fair or wellness forum
- Support healthy choices through catering at meetings and vending machines



Healthy Workplace Week is October 25-31, 2004.

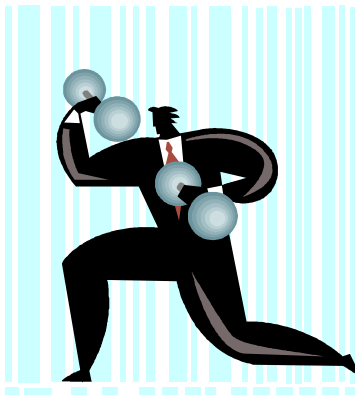
For additional ideas and resources on promoting Healthy Workplace Week, contact us at: (817) 332-6329 or visit us at: www.healthyworkplaceweek.org.

Employee Wellness Weighs Big In Small Business

Whether they own a sole proprietorship or a growing company, small business owners are discovering that employee wellness weigh bigs on their bottom line.

Of the 31 small business owners surveyed by the Small Business Wellness Initiative, 64 percent reported having unhealthy employees in their workforce. According to the survey, 87 percent of small business owners reported at least one smoker in the workplace, 73 percent reported at least one employee who suffered from depression or anxiety, 57 percent reported at least one employee who suffered from a chronic health problem and 54 percent reported employee alcohol use, all factors contributing to employee wellness.

Small business owners also recognized the consequences of an employee's well-being on productivity. The survey revealed that 90 percent of small business owners reported that an employee's personal stress affects their ability to work and 74 percent reported having to do extra work because an employee called in sick. Some 71 percent reported an employee brought personal problems to work and 57 percent reported that an employee's failure to get help for a personal problem posed a productivity or safety risk in the workplace.



The mission of the Small Business Wellness Initiative is to enhance the health, productivity and work life of small business owners, their employees and their communities.

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Wellness Pays is a quarterly newsletter published by the Small Business Wellness Initiative (SBWI), a community collaboration funded by the Department of Health and Human Services. Community partners include Tarrant Council on Alcoholism & Drug Abuse, the North Texas Small Business Development Center and Organizational Wellness and Learning Systems.

Any articles in the *Wellness Pays* newsletter may be reproduced or reprinted provided that the Small Business Wellness Initiative is credited. Contact us at (817) 332-6329, by email at: r.martinez@tarrantcouncil.org or visit us online at: www.sbwi.org for more information.

Benefits of a Drug-Free Workplace Program:

Improved health insurance costs
 Reduced workers' compensation claims
 Reduced absenteeism and tardiness
 Reduced theft or fraud
 Fewer employee discipline problems
 Increased productivity
 Improved customer satisfaction
 Decreased sick leave
 Improved employee morale
 Decreased employee turnover

What You Don't Know Could Cost You

Did you know that nearly 77% of all illicit drug users are employed in full and part-time jobs in companies just like yours? What you don't know could cost you. American businesses pay a high price for substance abuse.

If you think that substance abuse does not affect your workplace, think again. Small businesses are particularly vulnerable to substance abuse problems in the workplace because drug abusers will seek work at smaller firms where the likelihood of drug testing is slim. Substance abuse in the workplace costs businesses in the form of absences, accidents, lower productivity, and increased medical and insurance costs.

Fortunately, employers have tremendous potential to protect their workplaces by implementing a drug-free workplace program. While there are five elements of an effective program, some businesses may be interested in only one or a few of them. Conducting a needs assessment within your

workplace can help determine what elements your company needs and can lead to early program success.

Establishing or enhancing a drug-free workplace environment can be an important part of solving some of your company's most persistent problems and can lead to a healthier, more productive workforce. Visit our Workplace Resources at www.sbwi.org to find out more. The Small Business Wellness Initiative can deliver a one-hour brown bag workshop on a variety of topics to your workplace. For more information, contact us at (817) 332-6329, ext. 258.



Elements of Drug-Free Workplace Program

There are five key elements to a successful workplace program. These elements include:

- **Policy**-A written drug-free workplace policy informs employees of the company's position on alcohol and drug abuse and explains what will happen if the policy is violated.
- **Supervisor Training**-Supervisors are a valuable support in introducing and implementing a drug-free workplace program. However, they will need training, guidance and direction in order to successfully carry out the program.
- **Employee Education**-A plan for introducing the program to employees and for informing them about alcohol and drug-related issues is necessary. The educational component should provide basic facts about substance abuse.
- **Drug Testing**-Drug testing can be helpful, but it also requires careful planning, consistently applied procedures, strict confidentiality and provisions for appeal.
- **Employee Assistance Program**-An EAP is one way to offer help to employees with personal problems. Although not every employer be able to afford to offer an EAP, there are low-cost options available.

Source: Tarrant Council on Alcoholism & Drug Abuse www.tarrantcouncil.org

Drug-Free Workplace Resources

Tarrant Council on Alcoholism & Drug Abuse
 Offers DOT and non-DOT training, drug-free workplace policy and program development and substance abuse professional services
www.tarrantcouncil.org
 (817) 332-6329

North Texas Small Business Development Center
 Provides drug-free workplace workshops and program assistance
www.ntsdbc.org
 1-800-350-SBDC (7232)

Organizational Wellness & Learning Systems
 Provides consultation and customized programs in health promotion
www.organizationalwellness.com
 (817) 921-4260

Step Into a Healthy Place

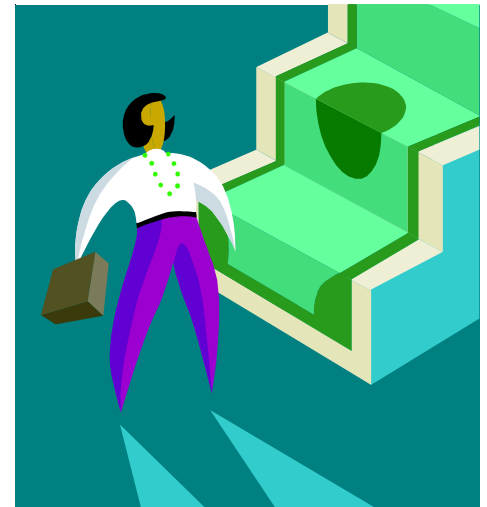
by Joseph B. Stingley

What employer wouldn't want their workplace to be the epitome of good health? Good health equates to low absentee rate, low worker's compensation usage, and high morale rate – music to a company's ears. Unfortunately, in most cases, there's the sound of anything but music. A 2002 study showed that in the workplace health issues accounted for absenteeism to the tune of \$112 million.

Walking is one of the easiest and most profitable forms of exercise. All you need is a good pair of walking shoes, comfortable clothing, and desire. That third item, desire, is usually what stops people right at the starting blocks. That is, until the pedometer comes onto the scene! This compact motion sensor – using a lever arm and an electric circuit to measure a person's step on a digital readout – helps create more desire to walk because of its ability to instantly measure effectiveness.

How can business owners use pedometers to inspire their employees to exercise? With a small investment of \$20 or less per pedometer, they can develop walking incentive programs, supplying these motion sensors to each participant. Employees would then earn awards for reaching specific goals, tracked by progress reports via Intranet.

There are several online resources to help an employer get started. Visit the following websites to learn more: www.creativewalking.com, www.walkofftheweight.com and www.steptracker.com.



Wellness Coach, Joseph B. Stingley, is Owner of Divine Fitness, a fitness training and nutritional guidance company, offering personal training at your location. Contact Joseph at: 817.905.1599 or divine_fitness@yahoo.com.

Are You A Champion?

Does your business offer a workplace wellness program? If so, you are already a champion in our eyes, but now you can get the recognition you deserve!

Nominate your business for a **Champions in Health Workplace Wellness Award**. There is an award for programs and businesses of all sizes, including small businesses and most outstanding new program. Visit us at www.sbwi.org to find more on how you can apply. Applications must be submitted by September 10, 2004.



**Promote
Healthy
Lifestyles**

**Lower
Health
Insurance
Costs**

**Build a
Healthier
Workforce**



**Bring
Wellness
to Your
Workplace**

There is no question that eating healthy, maintaining physical fitness and managing stress is good for all of us, but did you know that sharing this information with your employees and promoting a healthy workplace can help lower your health insurance costs, reduce absenteeism, boost employee morale and build a more productive workforce?

If you want to reap those kind of benefits and make a positive impact on your company's bottom line, we can help. Don't have the time or resources to implement your own wellness program? Let us help you bring wellness to your workplace!

**Contact us at (817) 332-6329
for more information today!**