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Backgrounder: Worksite Health

Worksite health promotion is an investment in human capital. Employees are more likely to be on the job and performing well when they are in optimal physical and psychological health. Scientific research shows the linkage between a company's productivity and the health of its employees.

Facts

- The indirect costs (e.g., absenteeism, presenteeism) of poor health can be two to three times the direct medical costs.
- Productivity losses related to personal and family health problems cost U.S. employers \$1,685 per employee per year, or \$225.8 billion annually.
- A review of 73 published studies of worksite health promotion programs shows an average \$3.50-to-\$1 savings-to-cost ration in reduced absenteeism and health care cost.
- A meta-review of 42 published studies of worksite health promotion programs shows:
 - Average 28% reduction in sick leave absenteeism
 - Average 26% reduction in health costs
 - Average 30% reduction in workers' comp and disability management claims costs
 - Average \$5.93-to-\$1 savings-to-cost ratio

Source: Partnership for Prevention <http://www.prevent.org/content/view/29/40//#Facts>