

Improving Employee Health While Reducing Health Care Expenditures

For most major American companies the cost of providing health insurance to employees is currently the second largest expenditure after salaries.

Health insurance and its trend of increasing at twice the rate of general inflation is limiting or stalling salary increases and contributing to lay-offs or reduced staffing ratios. All of which deeply compromise the company’s ability to remain competitive in an ever-changing and demanding marketplace.

In an attempt to make health insurance a more predictable expense, companies are making choices that end up increasing costs by reducing workplace productivity. These include raising deductibles and copayments on drugs, hospitalizations and out-patient visits, increasing the amount of the monthly premium employees pay, and providing less coverage overall, particularly in the area of preventive medicine. These options are often counter-productive because employees, especially the chronically ill, defer seeking care, which then increases a company’s cost in the long run. The Integrated Benefits Institute has documented that work place productivity costs are three times that of health care costs. Since **the chronically ill account for over three quarters of most employers’ health costs**, company efforts to address the health of this population are essential to any initiative of health care cost management.

The WELLNESSWORKS Program

is based on the most well-researched behavioral medicine program in the country conducted at Harvard Pilgrim Health Care (formerly, HCHP) in Cambridge, MA. It consistently demonstrated significant improvements in health and mood while dramatically reducing medical utilization costs. The program is focused on individuals suffering from common conditions that drive up health care costs while minimizing wellbeing, performance and quality of life. These include:

- **Chronic illness such as diabetes, heart disease and asthma**
- **Debilitating medical symptoms such as migraines, acid reflux, irritable bowel syndrome (IBS) and insomnia**
- **Persistent negative mood states such as anxiety, anger and depression**
- **Stress and the impact of the current hurry/worry pace of life**

WELLNESSWORKS is a three level, on-site group program designed to help companies significantly improve the health and performance of their workforce while also reducing health care expenditures.

Return On Investment:

- Companies who have participated in this program have reduced medical utilizations by over 60%
- Individuals who have participated in this program have reduced their symptoms by over 80%

WELLNESSWORKS has consistently demonstrated a 98% satisfaction rate.

Companies and employees can achieve the following benefits:

COMPANY	EMPLOYEE
Reduce costly medical utilization	Improve personal health and well-being
Reduce absenteeism & improve employee concentration, performance, & focus	Improve management of chronic illnesses such as diabetes, heart disease, IBS and acid reflux
Improve health of workforce	Improve mood states & reduce stress response
Increase employee satisfaction	Increase self-awareness and self-regulation
Increase customer satisfaction	Improve relationships

Colasanti & Associates has spent two decades teaching how WELLNESSWORKS

