



## **Financial Impact of Wellness**

*“When health is absent, wisdom cannot reveal itself, art cannot manifest, strength cannot fight, wealth becomes useless and intelligence cannot be applied.”*

*Herophilus, Greek Physician, 335BCE-280BCE*

**70% of all Medical Claims are directly related to lifestyle** *Mercer 2005*

### **Business Cost of an Inactive Workforce**

1. Inactivity cost between \$670-\$1,125 per person per year in excess medical costs
2. Inactivity resulting in annual absence of two day per worker.

### **Business cost Overweight and Obesity**

3. Obesity accounts for 43% of all medical spending or \$1500 more in medical costs than healthy weight individuals.
4. Obese individuals have 30%-50% more chronic medical problems than heavy drinkers and smokers combined.
5. 8% of employer medical claims are due to overweight and obesity
6. \$8,720 per claimant/year for wage indemnity for obesity-related disability costs
7. The effects of obesity on productivity are similar to 20 years of aging.
8. Obese workers have the highest prevalence of work limitations 6.9% vs. 3% and
9. BMI at Risk (>27) yields an average productivity loss of 5.79 hours per week in absenteeism, disability cost and worker productivity.

### **Business cost of Smoking and Tobacco Use (CDC)**

10. \$1,623 in excess medical costs per smoker per year
11. \$1,760 in lost productivity per smoker per year
12. Smokers are absent from work 6.5 more days than non-smokers.
13. \$1,238 more in worker's compensation costs per employee/smoker per year
14. \$490 average extra medical expenses from regular exposure to second hand smoke
15. Building maintenance costs are 7% higher for buildings that allow smoking than smoke free buildings.

### **Stress Work/Life Balance**

16. High Stress workers have \$1,137 more in medical costs than low stress.
17. Even the loss of ½ hour of sleep can result in 70-85% poorer work productivity.
18. Stressed employees twice as likely to miss more than 5 days per year.

19. Stress-related workers comp. claims have increased 700-1000% in ten years; stress causes narrowing of attention, preoccupation and fatigue.
20. Stress causes increases in litigation, conflict, interpersonal problems, violence in the workplace; stress reduces creativity and increases the “dumbing down” process.

1. – 6. National Business Group on Health; 7 American Journal of Health Promotion 2005; 8. DW Edington Journal of Occupational and Environmental Medicine; 9.-10. Tobacco Public Policy Center, October 2005; 11 & 12 University of Wisconsin School of Medicine and Community Health; 13. EPA. 14. Tucker and Clegg (2003) 14. Work Site Wellness at McClaren Health Care. 2006; 16-19 Human Nature At Work, David Lee (2002).