

Meet Today's Webinar Team

Moderator: David Wylie



David Wylie spent 13 years telling Texas Mutual's story as part of the company's corporate communications team. Last summer, he accepted a newly created technical writer position in the safety services department. David holds a bachelor's of communication in journalism from Southwest Texas State University and the OSHA 30-hour general industry certification

Presenter: Jeremy Hansen



Jeremy spent five years in field safety roles before becoming Texas Mutual's Safety Services Training Consultant in 2014. Jeremy holds the Occupational Health and Safety Technologist, Associate in Risk Management, and Associate in Insurance Services designations.



**Wellness Programs:
Your Gateway to a Healthier, Safer Workforce**

1 Relationship Between Work, Life, & Health

2 Overview of Occupational Health

3 Principles of Effective Integration

4 Case Study

5 Tools for Implementation

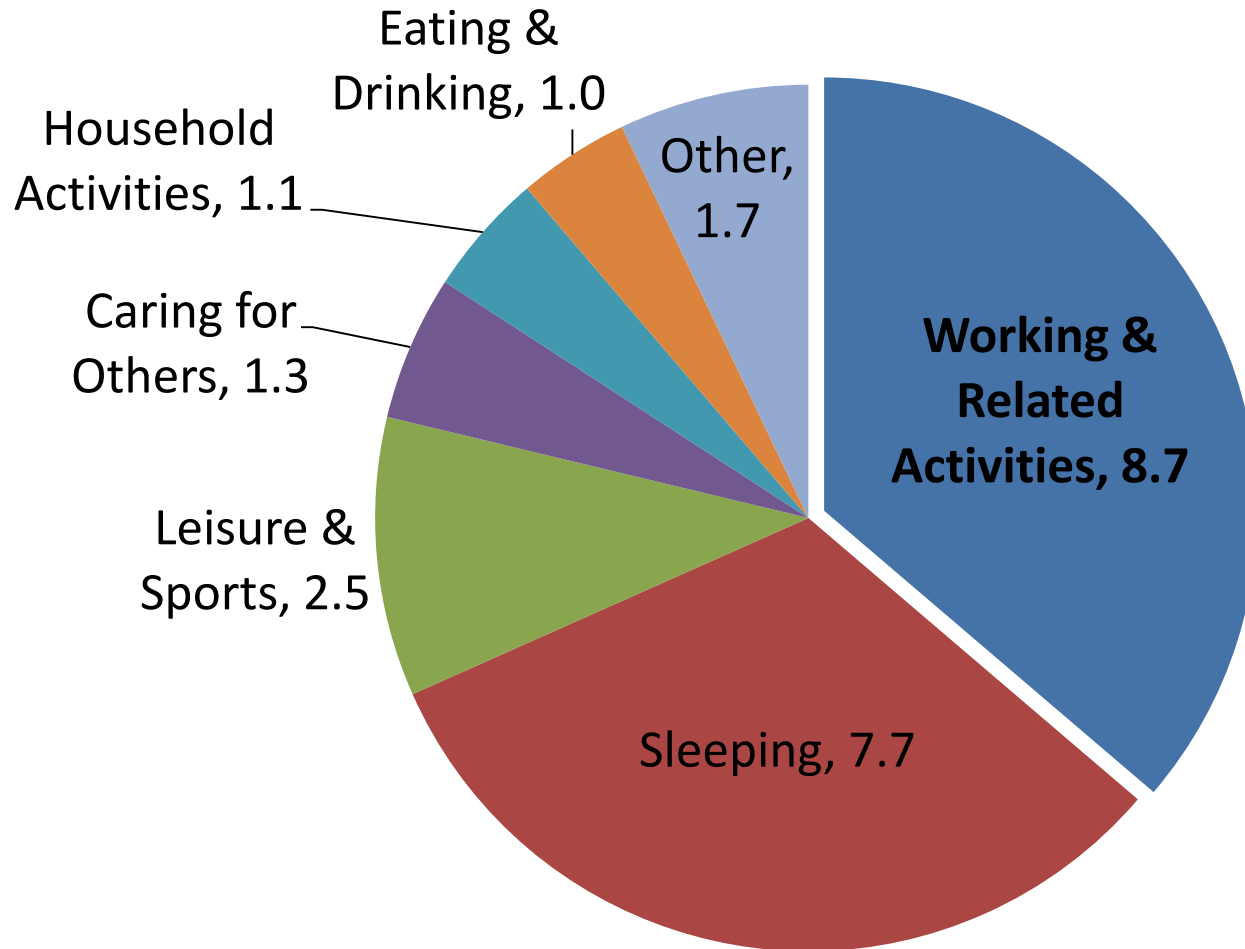
The Relationship Between Work, Life, and Health



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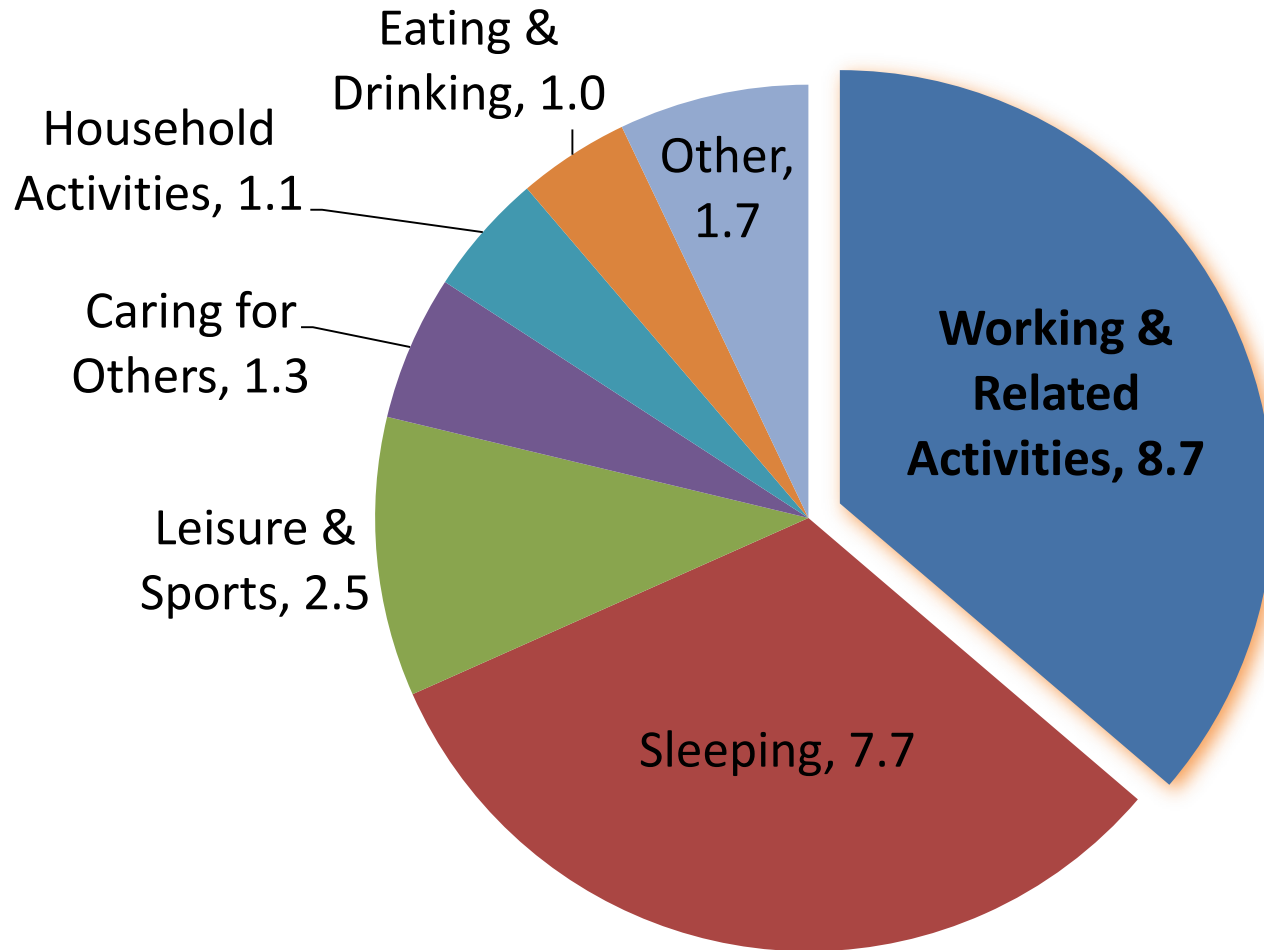
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Time Use on an Average Work Day



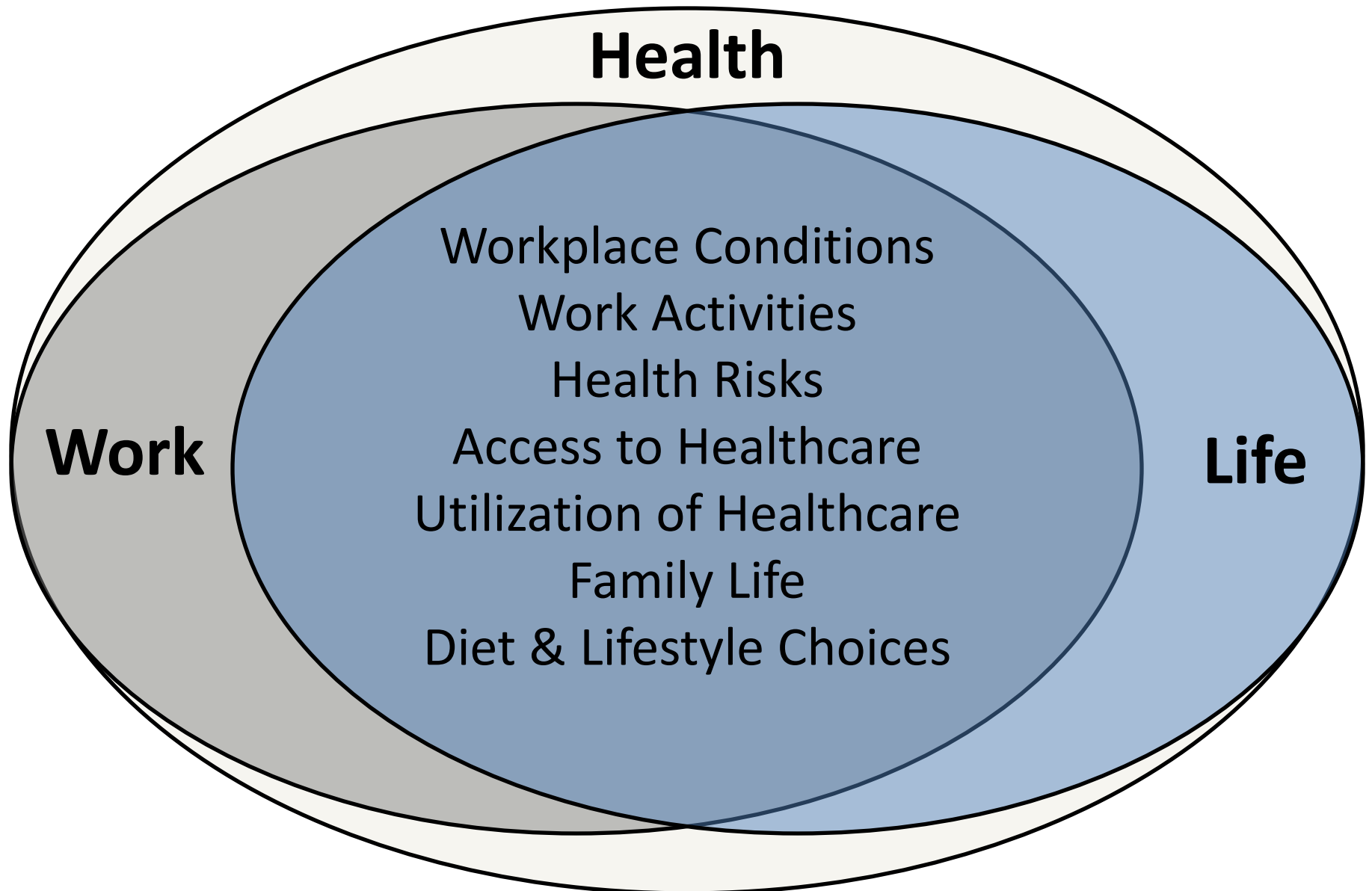
Note: Data based on employed persons , ages 25 to 54, who lived in households with children.
Source: Bureau of Labor Statistics, 2013 American Time Use Survey

Time Use on an Average Work Day



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Work, Life, and Health



Wellness Programs

Health-Related
Policies

Health
Benefits

Environmental
Supports

Health-Related
Programs

Impact of Wellness Programs

2012 Meta-Evaluation of studies on wellness program effectiveness found that wellness programs produce an average of:



25% reduction in sick leave absenteeism



24% reduction in health costs



32% Reduction in Workers' Comp/Disability Costs



A cost-benefit ratio of 1 : 5.56

Impact of Wellness Programs

NCCI review of claim data:

“An injury sustained by a non-obese worker is more likely—often much more likely—to be a short-term, medical-only claim.”

Impact of Wellness Programs

NCCI review of claim data:

“Obese workers tend to require more costly medical treatment than do matched non-obese workers across virtually all diagnoses and injury types.”

Impact of Wellness Programs

NCCI review of claim data:

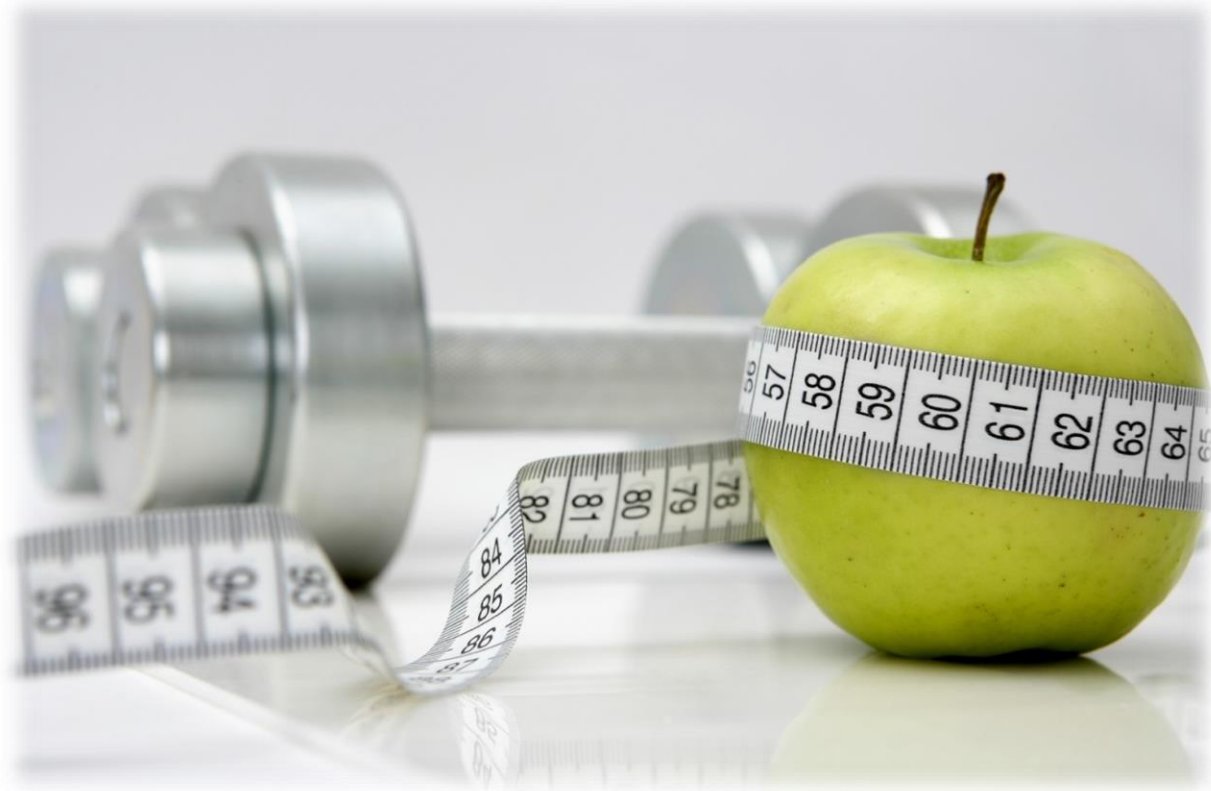
“There is greater risk that injuries will create permanent disabilities if the injured worker is obese.”

Impact of Wellness Programs

NCCI review of claim data:

“It is highly likely that obese claimants would have higher costs than comparable non-obese claimants.”

Overview of Occupational Health and Wellness



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Occupational Health & Safety Programs

**Prevent Job-Related
Injuries and Illnesses**

Employee
Training

Incident
Investigation

Hazard
Identification

Implementing
Hazard Controls

Wellness Programs

**Improve Employee
Health & Well-Being**

Smoking Cessation
Programs

Nutrition &
Exercise Programs

Health
Education

Work-Life Balance
Initiatives

Overlapping Hazards, Synergistic Solutions

Stress

Nutrition

Physical Fitness

Chemical Exposure

Tobacco Use



Benefits of an Integrated Approach



Improved Morale



Increased Productivity



Lower Health Insurance Costs



Lower Workers' Compensation Costs

Principles of Effective Integration



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Principles of Effective Integration

1 Actively Engage Workers

2 Actively Engage Management

3 Develop a Clear Plan w/Adequate Resources

4 Integrate Systems

5 Focus on Organizational Solutions

Principles of Effective Integration

6 Customize Your Design

7 Provide Appropriate Incentives

8 Protect Confidentiality

9 Stay Flexible

10 Evaluate Your Program

Case Study: Texas Mutual Insurance



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Existing Safety Program

Key Components

- Facility Maintenance
- Facility Safety Inspections
- Ergonomic Assessments
- Fleet Safety Program
- Workplace Violence Prevention Program

Wellness Program Initiatives

Reduced Health Insurance
Premiums for tobacco-free
employees and family members

Annual cancer screenings
based on age and gender

“Wellness Challenges” with
cash incentives

Fitness Centers established
at each office

Free on-site fitness classes

Company-sponsored weight
loss program

Wellness Program Initiatives

Self-reported point system for tracking health-related behaviors (exercise, nutrition, safety)

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graph TD; A[Self-reported point system for tracking health-related behaviors (exercise, nutrition, safety)] --- B[Health Risk Assessments]; A --- C[Annual diagnostic screenings];
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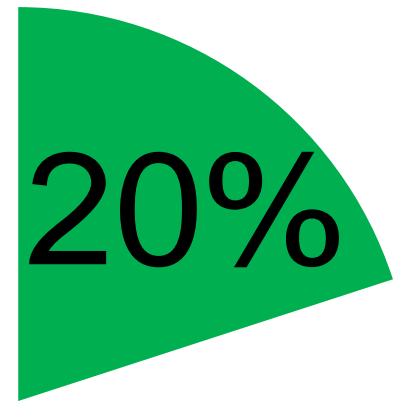
Health Risk Assessments

Annual diagnostic screenings

Results

Percentage of program participants with...

5+ days of
exercise
per week

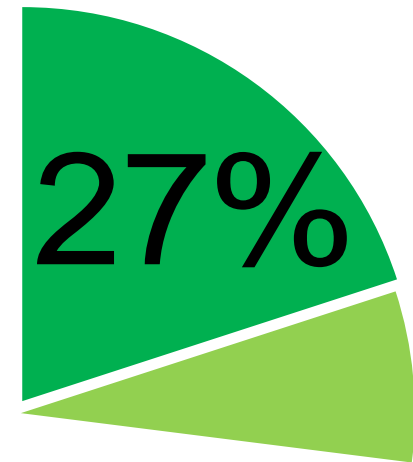


2006

Results

Percentage of program participants with...

5+ days of
exercise
per week

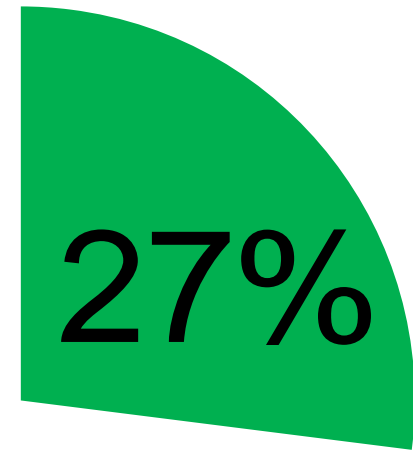


2012

Results

Percentage of program participants with...

Nutrition
Score Rated
“Excellent”

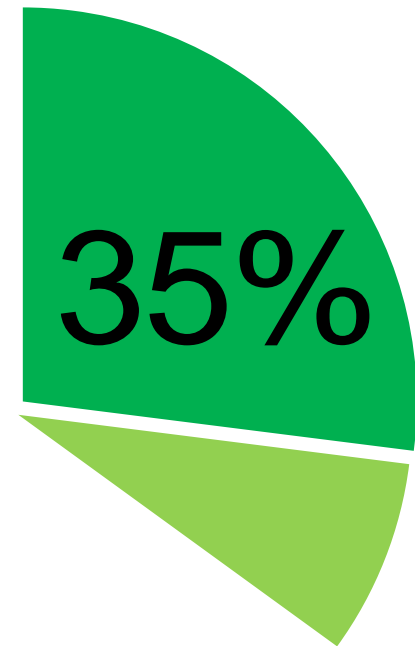


2006

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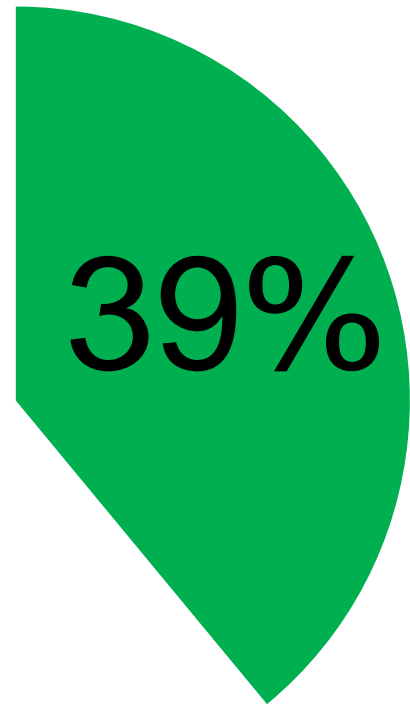


2012

Results

Percentage of program participants with...

No/Low
Blood
Pressure
Risk

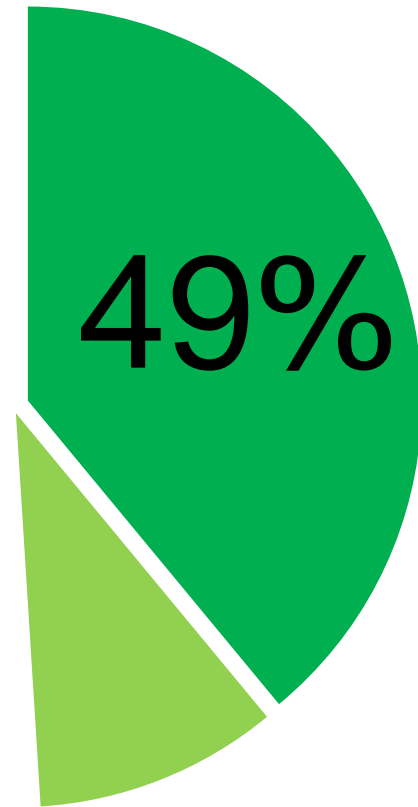


2006

Results

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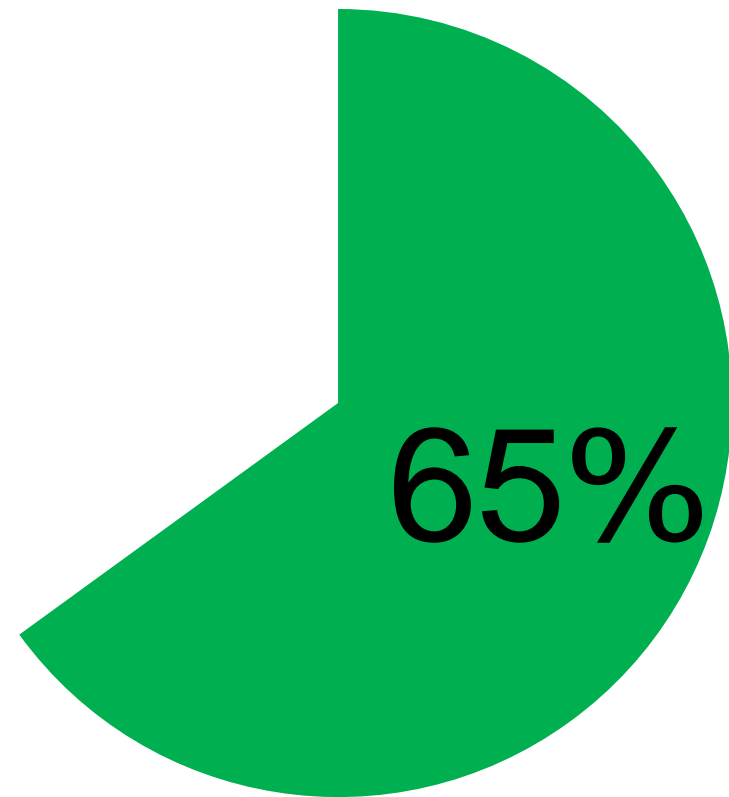


2012

Results

Percentage of program participants with...

Ideal/Low
HDL (Good)
Cholesterol
Risk

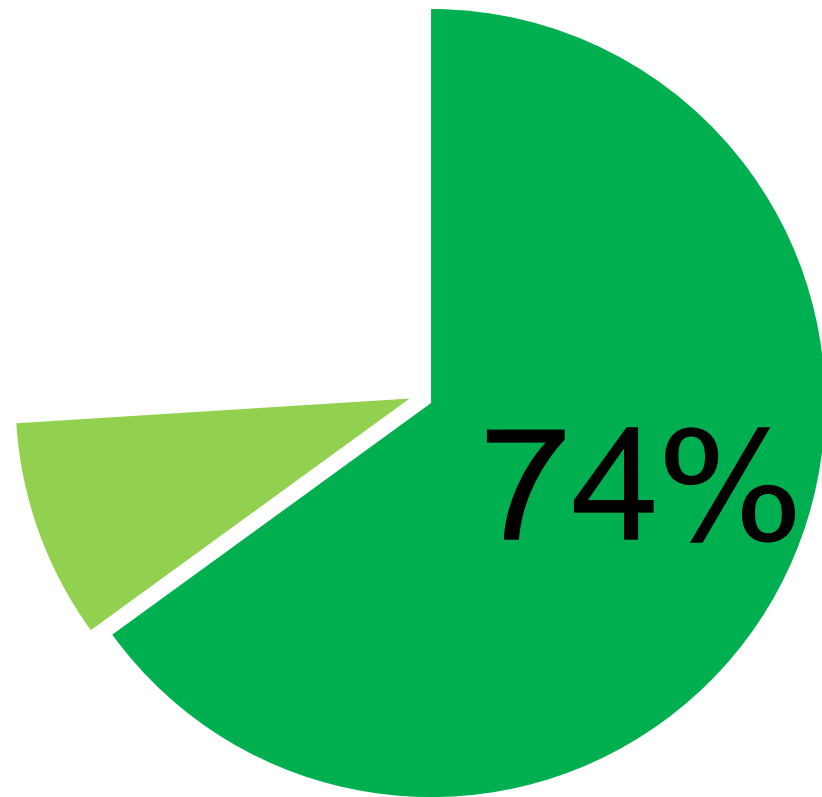


2006

Results

Percentage of program participants with...

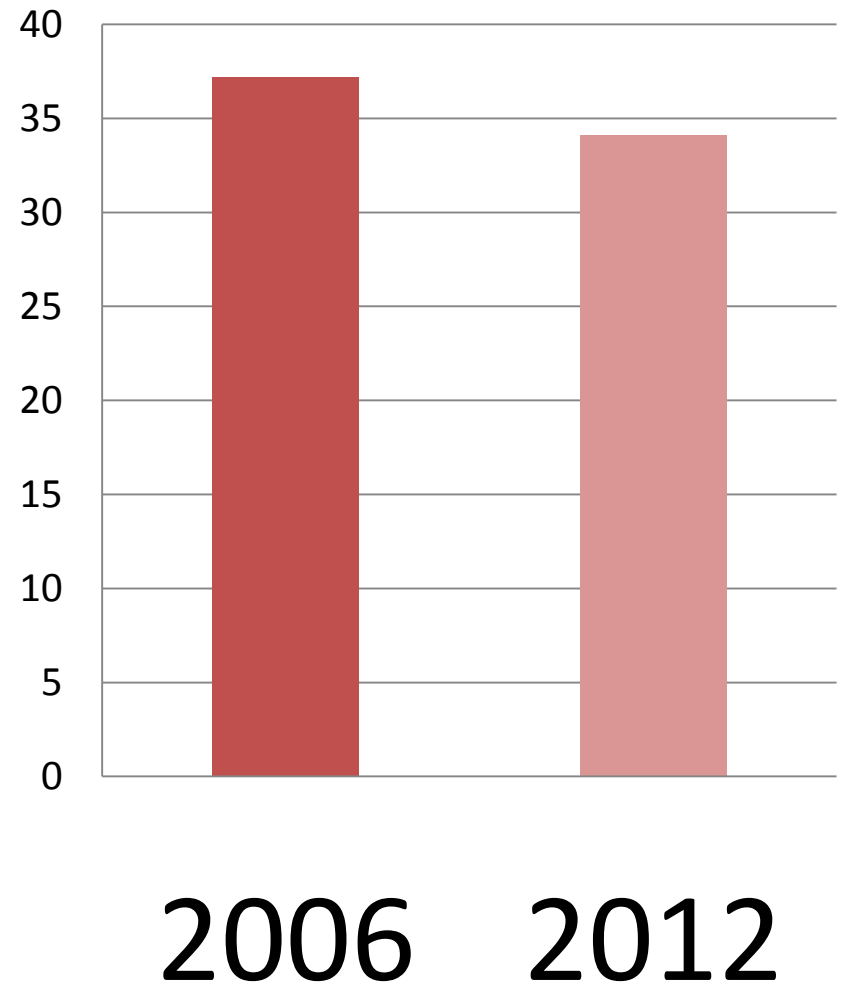
Ideal/Low
HDL (Good)
Cholesterol
Risk



2012

Results

Average
Sick Leave
Hours Per
Employee



Tools for Implementation



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Tools for Implementation

- Checklist
 - Includes questions based on the 10 Principles of Effective Integration
- Planning Worksheet
 - Guides development and coordination of safety and wellness program activities.
- A Model for Workplace Health Promotion
 - A matrix for categorizing types of safety and health initiatives

Acknowledgements

- “The Whole Worker: Guidelines for Integrating Occupational Health and Safety with Workplace Wellness Programs”, The Commission on Health and Safety and Workers’ Compensation, 2010.
https://www.dir.ca.gov/chswc/WOSHTEP/Publications/WOSHTEP_TheWholeWorker.pdf
- 2013 American Time Use Survey, Bureau of Labor Statistics: <http://www.bls.gov/tus/charts/home.htm>

Acknowledgements

- Centers for Disease Control:
<http://www.cdc.gov/workplacehealthpromotion>
- “Meta-Evaluation of Worksite Health Promotion Economic Return Studies: 2012 Update” by Larry S. Chapman. Published in “The Art of Health Promotion”, March/April 2012 edition.
- “How Obesity Increases the Risk of Disabling Workplace Injuries”, by Harry Shuford and Tanya Restrepo. NCCI Research Brief, December 2010 edition.

Summary

A woman in a light blue tank top and a man in a yellow tank top are running outdoors. The woman is in the foreground, looking slightly to the left. The man is in the background, running towards the camera. The background is a blurred outdoor setting with a fence and trees.

- Employees' work lives and personal lives are deeply connected, and strongly influence employee wellness.
- Therefore, Safety and Wellness programs have overlapping goals, and can complement each other.
- Intentionally integrating Safety and Wellness programs will provide tangible positive results.



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