

Johnson & Johnson

Background

“Healthy People” is Johnson and Johnson’s workplace-wellness programme for its employees. The programme consists of three parallel initiatives aimed at encouraging employees to take care of their health:

- *Move and Make it Better* – encourages employees to participate in physical activity at least four times a week to improve cardiovascular, respiratory and mental health. Employees are provided with pedometers and encouraged to take 10,000 steps daily
- *Eat Complete* – working closely with its food-service professionals, the initiative ensures that food provided at office canteens is nutritionally balanced and provides healthy options
- *Tobacco-Free* – policy was established in 2007, with currently over 98%¹ of facilities declared smoke free. Employees are offered a range of smoking-cessation programmes including individual coaching and group meetings

To evaluate the effectiveness of these initiatives, Johnson & Johnson has asked participants for their feedback, in order to reflect on the usefulness and effectiveness of the programmes in changing their lifestyles.

Results

As a direct result of these initiatives, Johnson & Johnson has seen a reduction of US\$400 per employee in health-plan costs and a substantial reduction in the number of sick days taken.²

In 2008, 85% of all Johnson & Johnson companies had at least five different health program offerings which employees could sign up to.³ As part of the *Move and Make it Better* initiative 36,000 pedometers have been distributed since 2005.

How can you get involved?

- **Move and Make it Better** – create a football or other sports league
- **Eat complete** – Re-invent the menus in the canteen to meet the ‘five a day’
- **Tobacco-free** – Implement a smoking ban at your worksite

Track the performance of the programmes, adapt and improve where needed

¹ Johnson and Johnson Corporate Website – Tobacco-Free Workplace Policy. Available at: <http://www.jnj.com/wps/wcm/connect/042752004f5563709db4bd1bb31559c7/healthy-people.pdf?MOD=AJPERES>. Accessed 29 April 2010

² Johnson and Johnson Corporate Website – Employee Wellness & Prevention section. Available at: <http://www.jnj.com/connect/caring/patient-stories/focusing-wellness-prevention>. Accessed 29 April 2010

³ Johnson and Johnson *Healthy People* fact sheet. Available at: <http://www.jnj.com/wps/wcm/connect/042752004f5563709db4bd1bb31559c7/healthy-people.pdf?MOD=AJPERES>. Accessed 29 April 2010