

## Welch Allyn

### **Background**

Welch Allyn's workplace-wellness programme entitled "*Health and Wellness*" is designed to improve employees' health. The programme is divided into three stages and aims to change an individual's behaviour towards adopting a healthier lifestyle, and to encourage them to maintain it. The programme includes three stages:

- "*Be informed*" – provides employees with information on major health concerns and associated risks
- "*Get Going*" – encourages employees to take on board the information and apply it to their daily lives
- "*Monitor your health*" – the final stage supports employees in ongoing monitoring of their health

The programme is voluntary for all employees and is encouraged through a web portal, where employees have access to personalised fitness programs, workplace competition entries, and health earning systems.

In order to incentivise employees to join the programme, at the completion of each stage the employees are rewarded with enhanced benefits and premium reductions. To date, 62 percent of the total 1500 employees have signed up the programme.<sup>1</sup>

The programme focuses on four particular areas designed to reduce health risk factors<sup>1</sup>:

- blood cholesterol management
- body mass index (BMI)
- nutrition
- physical activity

### **Results**

Welch Allyn is on track to report a five percent saving in healthcare costs over the next five years, with employees who have joined the programme reporting greater empowerment and control of their own health.<sup>2</sup>

#### **How can you get involved?**

- Consult an independent workplace wellness company who can provide advice establishing a programme
- **Check with your local heart organization to establish if they offer such a service**
- Hold webinars to educate your employees about the importance of participating in workplace wellness initiatives

<sup>1</sup> Welch Allyn and Redbrick Webinar:

[https://www.redbrickhealth.com/downloads/webinars/Beyond\\_Simple\\_Incentives.pdf](https://www.redbrickhealth.com/downloads/webinars/Beyond_Simple_Incentives.pdf)

<sup>2</sup> Welch Allyn and Redbrick joint press release on projected savings:

<https://www.redbrickhealth.com/press/20091208-welch-ally-y1-results>