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To: alisonfrank.management@bloomberg.net

CC: emilymilankovic.hr@bloomberg.net

Subject: Project Proposal: Incorporating Health and Wellness within the Workplace

Hello Ms. Frank,

Hope you are doing well. Navigating through the pandemic and dealing with its aftermath is one of the biggest challenges faced by businesses today. It is the duty of management teams to bear the primary responsibility of navigating through this disruption. Employees are vouching on their companies to help them get back to work safely. As per our last meeting, your company Bloomberg Telecommunications was looking to make changes to reduce workload for employees and improve work efficiency.

There is a lot of conversation circulating offices about the importance of good nutrition, physical activity, and stress reduction. As a Director myself, I understand the importance of implementing changes in the workplace to keep up with the demands at the workplace. Hence after careful consideration, I would like to propose a comprehensive Worksite Wellness Program, at Bloomberg Telecommunications. It will be an open-to-all wellness program that will help promote health and well-being among employees.

I will submit a formal report addressing the execution of these changes on 7th April,2021 with the proposal outlining the following objectives:

- 1) Forming an internal wellness committee within the organization to look after the Worksite Wellness Program
- 2) Developing a range of activities to help employees find support and ideas for making healthy choices and meeting their personal wellness goals.
- 3) Promoting focus groups within the company for nutrition, fitness activities, weight loss and interventions to help with stress reduction.
- 4) Conducting regular surveys and establishing regimes that include ideas and opinions from everyone in the organization to make the new Worksite Wellness Program a success.

Considering the current workplace scenario, the research question I would like to propose is: Will the increasing interest in workplace wellness programs lead to an improved quality of workplace life for employees, leading to enhanced productivity and decreased pressure on healthcare costs faced by a company?

In the annotated bibliography that follows this proposal, I have attached an introductory research for you to gain a better insight into administering these changes.

Thank you for your attention. I look forward to discussing this proposal.

Yours Truly,

Yashna Pandit

Annotated Bibliography

Ammendolia, C., Côté, P., Cancelliere, C., Cassidy, J., Hartvigsen, J., & Boyle, E. et al. (2016). Healthy and productive workers: using intervention mapping to design a workplace health promotion and wellness program to improve presenteeism. *BMC Public Health, 16*(1). doi: 10.1186/s12889-016-3843-x

This article presents an employer's point of view on presenteeism which is a growing problem in developed countries due to an aging workforce. It mentions the growing costs related to presenteeism which exceed those of absenteeism and employer health costs. The writers show how employers are implementing workplace health promotion and wellness programs to improve health of their workers and reduce presenteeism. Results concluded that depression and stress were major causes of productivity loss. They show how wellness programs can be run by an intervention mapping approach. According to research on presenteeism, which is a hidden cost incurred by the company, many aged employees start facing multiple health problems impacting their quality of life and ability to perform on the job. It concludes by presenting the growing awareness of this productivity loss and its economic implications and thus cite the significance of workplace health promotion and wellness programs.

Click, E., Hammock, J., Omabegho, B., & Kowal Smith, A. (2019). Developing community relationships to enhance well-being in a worksite wellness program. *Public Health Nursing, 36*(3), 363-369. doi: 10.1111/phn.12605

The objective of this journal is to address that all elements of well-being are critical for the effective delivery of a wellness program. It helps establish the fact that when people are in connect with their work community it promotes positive relationships across boundaries. It includes three strategies that can be implemented to enhance community relationships and well-being within the organizations. It states that community well-being is defined as a sense of engagement you have where you work. It concluded that organizational impact is magnified when wellness programs create value for the worksite. Since employees within the community start sharing value programs this leads to enhanced work environments and organizational financial performance is guaranteed.

Hochart, C., & Lang, M. (2011). Impact of a Comprehensive Worksite Wellness Program on Health Risk, Utilization, and Health Care Costs. *Population Health Management, 14*(3), 111-116. doi: 10.1089/pop.2010.0009

This another article that cites the importance of investing in worksite wellness programs to reduce absenteeism, increase productivity which will reduce the probability of costly hospital admissions and emergency room visits. It mentions that many employers have gradually reduced their costs by shifting a great proportion of this cost onto employees, but there is still a focus on reducing risks related to employee health. The statistics in this article state that since 1999, the premium for family coverage have more than doubled, leading to ways to reduce the growth of healthcare costs. This article provides perspective to corporations on developing a comprehensive worksite health promotion program by proposing productive strategies for wellness programs that helps employees at low risk stay at low risk and avoiding the natural progressions towards higher risks.

Wein, D. (2015). Worksite Wellness Programs Offer Valuable Benefits to Both Employers and Employees. *Employment Relations Today*, 41(4), 35-43. doi: 10.1002/ert.21472

According to this publication, individuals with chronic health problems account for 81 percent of hospital admissions, 76 percent of all physician visits and 91 percent of filled prescriptions. The costs of these illnesses are covered by the employer. The writers mention here that employers can play a key role in improving the health of their employees by a well-designed worksite wellness program. It proves that the cost of an up-front wellness program is more, in the long-term plan of the company it an asset for the company to avoid any excess expenses associated with treating chronic diseases which according to a survey are projected to be \$4.2 trillion by 2023.

