

Preventive Health and Wellness Benefits

Table B-1 lists preventive health and wellness benefits, as well as the percentage of HR professionals who indicated that their organizations offered each benefit and the percentage of respondents whose organizations did not offer the benefit but had plans to do so within the next 12 months. To get a complete picture of benefits and coverage, respondents indicated whether any aspect of any company-held plan included these particular benefits.⁴ Respondents also were also asked which employee groups generally have the option to receive preventive health and wellness benefits. These results are displayed in Figure 10.

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As the costs of health care continue to spiral upward, employees and employers are searching for ways to keep these costs under control and as manageable as possible. Preventive health and wellness benefits are designed to help maintain or change employees' behavior in order to achieve better health and decrease the associated health risks. By preventing or lessening the incidence of health conditions, companies hope to save on long-term health costs. Three-quarters (75%) of companies provided wellness resources and information, and 60% of organizations offered wellness programs.

Preventable and Chronic Conditions

Obesity is a growing health concern in the United States. There are many health problems associated with excess weight and other types of preventable and chronic conditions. These conditions affect the health and well-being of employees and also have a significant economic impact on businesses. Organizations are attempting to combat these issues with health and lifestyle coaching (37%), subsidies or reimbursements for fitness center memberships (30%), weight loss programs (30%), on-site fitness centers (24%), nutritional counseling (17%),

Figure 10 | Percentage of Employees Who Have the Option to Receive Preventive Health and Wellness Benefits

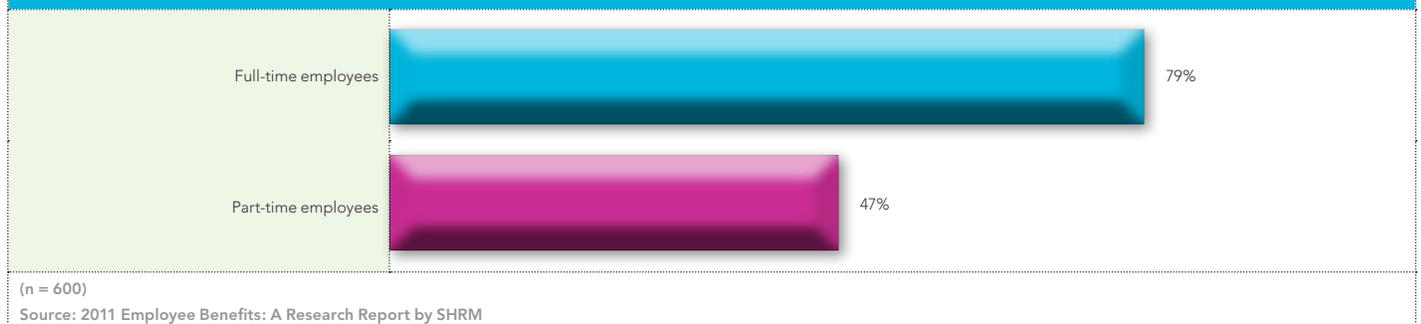


Table B-1 | Preventive Health and Wellness Benefits

	Offer the benefit	Plan to begin offering the benefit within the next 12 months
Wellness resources and information	75%	5%
On-site seasonal flu vaccinations	64%	1%
Wellness programs	60%	8%
Wellness publication ^A	56%	6%
CPR/first aid training	53%	2%
24-hour nurse line ^B	53%	1%
Health screening programs ^C	42%	5%
Health fairs	39%	6%
Health and lifestyle coaching ^D	37%	6%
Smoking cessation program	36%	5%
Preventive programs specifically targeting employees with chronic health conditions	33%	6%
Rewards or bonuses for completing certain health and wellness programs	31%	7%
Weight loss program	30%	5%
Fitness center membership subsidy/reimbursement	30%	2%
On-site fitness center	24%	1%
On-site blood pressure machine	20%	0%
Nutritional counseling	17%	2%
On-site fitness classes ^E	16%	5%
Health care premium discount for getting an annual health risk assessment	14%	5%
Health care premium discount for not using tobacco products	12%	4%
On-site sick room	12%	*
Stress reduction program	12%	2%
Health care premium discount for participating in a wellness program	11%	5%
Massage therapy services at work	11%	1%
On-site medical clinic	9%	*
Health care premium discount for participating in a weight loss program	7%	3%
On-site nap room	6%	0%
Fitness equipment subsidy/reimbursement	4%	*
(n = 595-600)		
* Less than 1%.		
^A For example, newsletter, column, etc.		
^B Available to help employees make more informed health care decisions.		
^C For example, glucose, cholesterol, etc.		
^D Used to help employees change and better manage their health habits.		
^E For example, yoga, aerobics, etc.		
Source: 2011 Employee Benefits: A Research Report by SHRM		

on-site fitness classes (16%) and fitness equipment subsidies/reimbursements (4%). Benefits that encourage a healthy lifestyle also included smoking cessation programs (36%) and stress reduction programs (12%).

Other benefits organizations offered to help employees deal with preventable and chronic conditions included on-site seasonal flu vaccinations (64%), health screening programs for conditions such as high glucose or high cholesterol levels (42%) and preventive programs specifically targeting employees with chronic health conditions (33%).

Preventive Health and Wellness Incentives

Almost one-third (31%) of organizations offered rewards or bonuses for completing certain health and wellness activities. Some organizations offered health care discounts to employees for participating in health-related assessments or

programs: 14% of organizations provided health care premium discounts for getting an annual health risk assessment, 12% provided a discount for not using tobacco products, 11% offered discounts for participating in a wellness program, and 7% provided health care premium discounts for participating in a weight loss program.

Preventive Health and Wellness Resources

Preventive health and wellness resources help make employees aware of wellness issues while providing them with important tools to live a healthy lifestyle. Forty-one percent of companies offered a wellness publication, and 39% hosted health fairs.

Other Preventive Health and Wellness Benefits

Other types of preventive health and wellness benefits offered by organizations included a 24-hour nurse line (53%), CPR/first aid training (53%) and an on-site blood pressure machine (20%). In addition, 11% offered massage therapy services for employees at the office. Massage therapy can be a great health maintenance tool that aids in stress reduction. This may be especially beneficial for employees who work in a very stressful work environment. Other less commonly offered benefits included on-site sick rooms (12%), medical clinics (9%) and nap rooms (6%).

Preventive Health and Wellness Benefits Over Time

Table B-2 shows the percentages of organizations that offered specific preventive health and wellness benefits from 2007 through 2011. There were no significant changes in these benefits over the past five years.