



Workplace Wellness: Wellness Programs for Smaller Companies

Wellness issues important to you – brought to you by the insurance specialists at Ron Sellers & Associates.

Many companies simply do not have the resources to create a large, complex wellness program. In fact, many groups struggle just to provide health insurance for their employees. However, targeting wellness is still important for smaller companies, offering the following benefits:

- They improve company morale and establish the company as a staple in the community.
- They create new opportunities for business partnerships with other organizations.
- They serve as a useful retention and attraction tool for new and existing employees.
- They can reduce overall health care costs for the company and employees.

Though your organization may not be able to fund a comprehensive wellness program, you can do some low- or even no-cost things to improve the health and wellness of your employees. Consider these ideas:

- Ask a local hospital, non-profit organization or other health care provider to come and provide presentations to your employees on living healthy lifestyles.
- Partner with a local free clinic or public health department to have Health Risk Appraisals administered at your work site for little or no cost.
- Create a wellness committee consisting of various employees. Have them create activities that can be done at the worksite to improve employee health, such as healthy eating days, lunchtime walks and other simple activities.
- Make your workplace smoke-free.
- Ask a local health care provider to offer free immunizations for employees.
- Provide healthy vending machine choices.
- Provide physical activity breaks during the day for your employees and encourage them to go outside for a quick run or walk.
- Offer incentives for employees to use the stairs instead of the elevator.
- Provide educational materials about the benefits of healthy eating, exercising, not smoking and other lifestyle changes.