



Workplace Wellness Program

Presenter:
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Hello, I'm Rhonda Mailloux, an HR Generalist from Anchor Danly in Tilbury. We are excited to be accepting a Wellness Award today and I'm going to share with you some of the Wellness Initiatives we've put into place.



Anchor Danly



Anchor Danly manufactures die sets and fabrications....



NOT exercise equipment.....SO

Why would we care about Wellness???

Why Wellness??



Studies have shown that Wellness Programs affect Employee's health and in turn, can improve our business as well.

Our leadership understands that healthy employees will help grow and sustain Anchor Danly.



Employer Benefits



There are many Employer Benefits of a Workplace Wellness Program including:

- Reduced healthcare/drug costs
- Decreased rates of illness and injuries
- Reduced employee absenteeism
- Improved employee relations and morale
- Increased productivity



Our leadership group understands the benefits from Wellness Programs including:

Reduced healthcare/drug costs
Decreased rates of illness and injuries
Reduced employee absenteeism
Improved employee relations and morale
Increased productivity

Wellness Activities



Where did we start? Officially beginning in 2011
Annual Health Screenings (confidential) to assess:

- Body Mass Index (BMI)
- Blood Pressure
- Cholesterol
- Glucose
- Lifestyle (including exercise habits, healthy eating habits, etc)



Where did we start?

Officially began in 2011 with Confidential Annual Health Screenings
Outsource a company to conduct the screenings.

Employee information collected is:

Body Mass Index (BMI)

Blood Pressure

Then a small amount of blood is taken from the fingertip to measure

Cholesterol

Glucose

Employees answer a questionnaire that includes lifestyle questions such as exercise habits, healthy eating habits, family history, etc.

This information is all collected by the provider and employees are given a summary of their health risks and things they can do to improve those risks (some included seeing their doctor immediately).

There were some Challenges getting people to agree to a voluntary health screenings:

We put in an incentive – we tied our health benefit coverage to the participation.

- Those who chose to participate in the appraisals would stay at 90/10 coinsurance benefit – those who chose not to participate would decrease to an 80/20 coinsurance.
- As a result we have over 95% participation and good data to base our wellness programs on.
- We also offered free screenings to spouses since we know healthy living is best supported by a health conscious family. Spouse participation was not linked to benefits so they did not have to participate to keep the 90/10 coinsurance.
- There was some skepticism at first especially around confidentiality concerns but now that they've seen how it has helped people there is good buy in.

Wellness Activities



Activities were planned around our top risk factors:

- Overweight
- High Blood Pressure
- Little or No Exercise



Prevention Programs were put into place to control these:

- Weight Loss Challenge
- Walking Challenge
- Regular Communication and Education



After the health risk assessments were completed, Anchor received an aggregate report of top risk factors so we could plan our wellness activities around these.

Top risk factors included:

overweight, high blood pressure and little or no exercise

With this information, we were able to plan activities to help reduce these risk factors including:

- Weight Loss Challenge
- Walking Challenge
- Communication and Education

Weight Loss Challenge



- 8 Week Challenge
- Voluntary
- Weekly Weigh Ins
- Prizes for Weight Loss



Tilbury 2016 Challenge:

10 participants that successfully lost a combined total of 94 pounds!



8 Week Challenge

Participants weighed in every week

Participants encouraged to share low calorie, healthy recipes, exercise ideas and group activities! Information was posted each week showing % of weight loss for each individual.

At the end of the eight weeks, Anchor Danly handed out gift certificate values for all team members who lose at least 1% or more of their start weight...increments ran from \$5 for 1% lost to \$50 for 8% or more lost.

1% = \$5

4% = \$20

7% = \$40

2% = \$10

5% = \$25

8%+ = \$50

3% = \$15

6% = \$30

Participants that lost 8% or more could earn another \$50 by maintaining that weight loss for 3 months after the challenge ended.

Tilbury 2016 Challenge:

There were 10 participants that successfully lost a combined total of 94 pounds!

Walking Challenge



- 8 Week Challenge
- Voluntary
- Free Pedometer
- Weekly Bonus Challenges
- Individual Awards:



\$25 GC for Each person that averaged 7,500 – 9,999 steps/day
\$50 GC for each person that averaged 10,000+ steps/day

Tilbury 2016 Challenge:

16 participants // 9 \$50 winners & 7 \$25 winners



8 Week Challenge

Each participant received a Free Pedometer

Steps were entered into website www.walkertracker.com

There were weekly bonus challenges AND individual awards for the average # of steps walked.

Weekly Bonus Challenges were challenges where if you met the challenge details that week, your name was put into a draw for a Anchor Daily hoodie.

Examples of challenges include: We will also run the following challenges – one participant each week will win an Anchor Daily Hoodie!

Week 6: Everyone who is walking the average of 10,000 steps every day for that week is entered into draw.

Week 7: Everyone who has at least one day of 15,000 steps for that week is entered into draw.

Individual Awards given at the end of the 8 weeks included:

\$25 GC for Each person that averaged 7,500 – 9,999 steps/day

\$50 GC for each person that averaged 10,000+ steps/day

Communication and Education



There are so many FREE resources available.

These ones are just to name a few. You can go onto any of their websites and print valuable WELLNESS information that you can share with employees.

I like to put this information on lunchroom tables and bulletin boards. Even if one person takes one piece of information each month, then it is worth the effort.

Employee & Family Assistance Program (EFAP)



Achieve Well-Being • Stress • Depression • Anxiety • Anger • Crisis situations • Life transitions

Manage Relationships and Family • Separation and divorce • Elder care • Relationship conflict • Parenting • Blended family issues

Find child And elder Care Resources • Maternity and parental leave • Adoption • Child care services • Schooling • Adult day programs • Nursing and retirement homes

Get Legal Advice • Separation and divorce • Civil litigation • Custody and child support • Wills and estate planning

Get Financial Guidance • Credit and debt management • Budgeting • Bankruptcy • Financial emergencies • Changing circumstances

Deal with Workplace Challenges • Work-life balance • Conflict • Career planning • Bullying and harassment

Tackle Addictions • Alcohol • Tobacco • Drugs • Gambling • Other addictions • Post-recovery support

Improve Nutrition • Weight management • Boost energy and resilience • High cholesterol • High blood pressure • Diabetes • Heart disease

Focus on Your Health • Identify conditions • Prevent illness • Manage symptoms • Discover natural healing strategies • Create an action plan for better health



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Anchor Danly understands that there are a variety challenges throughout our lifetime. In an effort to help employees cope with these struggles, Anchor offers Shepell's Employee & Family Assistance Program.

The program is open to all employees and their family members. It is immediate, confidential help for any concerns including the ones listed here. The EFAP will help you find solutions to all kinds of challenges at any age and stage of life. Whether you have decided to get in shape, are considering buying a new home or want to find a better work-life balance, the EFAP can help and Anchor is happy to offer this great benefit.

Health & Safety



We take pride in a safe work environment and excellent health & safety program.



Employees and their families can feel good knowing that we take the health and safety of our employees very seriously. We have excellent procedures and training programs. Employees are all encouraged to actively participate in our program including bringing forth any and all health & safety concerns so they can be addressed

Financial Wellness



Annual on-site Financial Advisors speak with and advise employees about their retirement goals



Stress from financial worries can have a severe toll on employees overall health. Anchor Danly has Financial Advisors come on site annually to meet individually with employees to discuss their pension and financial concerns. Advisors will help ensure they are on track with retirement goals or help get them on track.

Team Wellness



Special Events



Our Social committee organizes events throughout the year to promote camaraderie among employees. These are always a great time and don't have to cost the company a lot of money.

Funding these events is a combination of employees that wish to participate donate \$1/week and the company donates \$10/year for each employee. This enables us to plan fun events that employees look forward to.

Community Support



- Annual Can Drive at Christmas
- Annual TDHS bursary
- Annual participation in Manufacturing Day
- Campaigns to Raise Money for Charity

These events help Employee Morale knowing that they work for a company that supports the local community.



Some ways Anchor Danly and our employees have given back to the community include:

- Annual Canned Drive at Christmas - last year we donated 2 large boxes of canned goods and \$60 in grocery gift cards to the Goodfellows Food Baskets
- Annual TDHS bursary – Anchor donates a bursary each year to a student at Tilbury District High School that shows creativity and commitment to technology studies.
- Annual participation in Manufacturing Day – a day to have high school students tour our facility to learn about manufacturing. It's also an opportunity for our employees to show off and be proud of their skills.
- Last year we also campaigned to raise money for 'Grow On' Windsor – this was initiated by an employee and together we raised \$230 for prostate cancer
- This year we also held a Baseball Challenge – held during our Employee Appreciation BBQ – we raised \$243 for Tilbury Rotary Club

Employee Benefits

for participating in Wellness Activities



- Improved health, well-being, self-image and self esteem
- Weight reduction
- Improved physical fitness
- Increased stamina
- Lower levels of stress
- 90/10 co-pay (instead of 80/20 for health screening participation)
- Prizes for meeting targets (walking challenge, weight loss, etc)



We now all know that Wellness Programs are beneficial for Companies, but they are also beneficial for participating employees.

Including:

Improved health, well-being, self-image and self esteem

Weight reduction

Improved physical fitness

Increased stamina

Lower levels of stress

90/10 co-pay (instead of 80/20 for not participating in health screening)

Prizes for meeting targets (walking challenge, weight loss, etc)



In Closing....

Given the benefits for Employees and Employers, instead of asking “Why participate in a Workplace Wellness Program”, we should instead ask “Why wouldn’t we participate in a Workplace Wellness Program”.

Start Big or Small...just get started and I promise, you’ll start to see benefits!