

Wellness Program Employer Guide

Starting an employee wellness program isn't only about improving employee health and reducing employer healthcare costs. They have also been shown to decrease absenteeism and improve employee productivity, which is why they have become popular among companies of all sizes. Here are a few tips if you are considering starting an employee wellness program:

- Find out what employees want.**
Your wellness program won't be successful if employees don't participate. Ask your employees what they would be most interested in and take their feedback as much as possible.
- Choose a few activities with measurable goals.**
While you can't please everyone, choosing a variety of activities will help meet the needs of the majority of employees. Some ideas include creating a wellness newsletter, setting health challenges like a walking or water drinking challenge, or keeping gratitude journals. Make sure each activity has a clear goal so everyone knows what they are working toward.
- Communicate company objectives.**
A Help employees understand why the wellness program is important to the company. Celebrate successes and communicate appreciation for employee participation.



- **Include awards and incentives.**
Without To increase participation and provide motivation when challenges get tough, include rewards or incentives for participation or reaching certain goals.
- **Consider legal restrictions.**
Even in wellness programs employers need to work to stay in compliance. Remember that you aren't allowed to force employees to share medical information or share employees' medical information without their permission under the ADA. Additional laws including, the ACA, HIPPA, and GINA may come into play as well. Keep participation voluntary and make sure you understand the legal ramifications of offering certain rewards, especially those based on certain health outcomes and not just on participation.

Questions about wellness programs? Reach out to us at marketing@helpside.com



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