

# Workplace Wellness

by Gaston Family Health Services



# Optimize Your Employees' Health and Your Company's Resources

*A recent survey by the Gaston Regional Chamber of Commerce found that controlling health care costs was the number one concern for employers.*



Gaston Family Health Services' **Workplace Wellness** program, a partnership between GFHS and employers, allows you to change the way your employees and their dependents (ages 15+) access health care and think about their health. This program provides primary care services which are pro-active, easily –accessible and appropriate so employees get the **RIGHT CARE** at the **RIGHT TIME**. You can optimize your employees' health and your company's resources by creating a self-funded health care program with one or both of these options:

- *Use of a conveniently-location off-site medical clinic in Gastonia.*
- *Development of a customized health care clinic at your worksite*

## Available Services:

- Wellness Screenings
- Primary Care Services (off-site, on-site or both)
- Diabetes Management Education

# Wellness Screenings

Gaston Family Health Services utilizes the Personal Wellness Profile™ as the foundation for a complete proactive population health management system.

*Focusing on wellness, health education and preventive care will improve your employees' health and help you control healthcare expenditures.*

This system:

- provides a comprehensive health and lifestyle assessment
- motivates individuals with recommendations for lifestyle improvement
- facilitates proactive health management

In addition to the Personal Wellness Profile™ (PWP), the Wellness Screening includes:

- Body Mass Index (BMI)
- Blood pressure
- Total cholesterol/HDL/triglycerides
- Blood sugar
- Health education

*Please note: GFHS upholds the highest degree of confidentiality and professionalism for its patients. All individual health information will be maintained by GFHS and will only be shared with the employer as de-identified aggregate data.*

# Primary Care Services

---

Offer GFHS's Workplace Wellness primary care services as an option for your employees' when designing your company's benefits program.

Choose between:

- An on-site clinic at your facility staffed by GFHS providers
- Use of our centrally-located clinic, Gaston Family Medical Center, on 3rd Avenue in Gastonia
  - a great option for any size business (from only one employee to hundreds)
  - Dependents ages 15+ may use the clinic also if you choose
- Both an on-site clinic and use of the off-site clinic

Full service primary care services available include:

- Well visits / physicals
- Sick / acute care
- Chronic disease management (diabetes, high blood pressure, asthma)
- Medication management
- CLIA-waived labs
- Referrals to specialists & third party lab services



GFHS staff works with you to develop a program unique to your workplace environment and needs.



This development may include:

- Assistance with lay-out and design
- Renovations or examination and counseling areas
- Purchasing necessary equipment, establishing a scheduling system
- Developing marketing materials
- Developing and maintaining patient records

Health care services are provided by compassionate, qualified providers. Clinics are staffed by board-certified mid-level providers and physicians. These caregivers encourage employees to follow the advice of their regular doctor and will collaborate with the employee's regular doctor to make wellness and health prevention a priority.

# Program Benefits

**Employee** Accessibility  
Lower co-pay  
Improved health  
Less absenteeism  
Less time off work  
Improved well-being  
Improved compliance  
Improved job satisfaction

**Employer** Improved utilization of benefits  
Reduced health care costs  
Increased productivity  
Healthier work force  
Less Absenteeism  
Moderation of insurance  
renewal increases



*For every \$1 spent on wellness, companies save \$3.48 on Health Care and \$5.82 in regards to Absenteeism. (Wellness Councils of America, WELCOA)*

*75% of money lost in corporations is due to Presenteeism, which is when employees come to work in spite of illness and cause negative repercussions on business performance. (WELCOA)*

# Evaluation

GFHS uses the following statistics to evaluate quality, utilization and cost objectives:

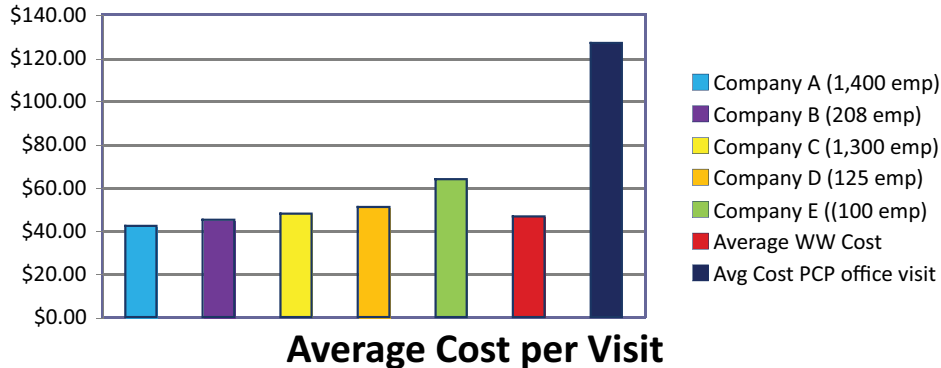
- Number of employees utilizing primary care
- Improvement in the identified risk areas
- Improvement in various screening tests
- Cost savings per on-site primary care visit vs. average cost per private primary care visit
- Satisfaction Survey



# Successes

Company A (1,400 employees) attributes many gains to their partnership with the GFHS' Workplace Wellness Program

- Employees can go to clinic on-site or off-site which decreased time off
- Insurance costs decreased by \$1 million dollars over 5-year period
- Number of employees in high health risk category decreased by 21%
- Number of employees in low health risk category increased by 11%



*Successes at current partners include:*

- Moderation of insurance renewal increases
- Employees who did not have a primary care provider( PCP) now use Workplace Wellness as their PCP
- Biometrics for participating employees at one company improved in all categories
- Employee tobacco use trending down due to education/awareness
- Realized savings as much as \$100 per medical visit

***"Staff is efficient and compassionate"***

***"The staff is always friendly and caring"***

## ***"Workplace Wellness Works"***

***"Employees are treated like people, not cows"***

***"I have used this service since it has been offered at my company. I trust the staff and they have always been very helpful and professional."***

***"Workplace Wellness is excellent"***

### **Survey Results**

**100% would recommend Workplace Wellness to a co-worker or friend**  
**96% of survey respondents rated their care as Excellent or Very Good**

# Costs

**Your Workplace Wellness program is a tailor-made solution, therefore, the cost will be dependent upon the program created.**

Variables include:

- Cost to upfit a space at your facility for an on-site clinic
- One time membership/set-up fee for off-site clinic use only  
(This fee is discounted for Gaston Regional Chamber of Commerce members.)
- Wellness screenings

*See insert for pricing details.*

*A company investment of \$100-\$150 per employee each year to participate in an employee wellness program can save companies \$300-450 for each employee every year, according to Ron Goetzel, Director, Cornell University Institute for Health and Productivity Studies. The savings can take a few years to actualize, says Goetzel, and are seen in reduced health expenditures.*

## For More Information

Lisa T. Boggs

Program Coordinator

703 S. Marietta Street

Gastonia, NC 28052

Phone: 704-874-7033

Email: [gfhsoutreach@gfhs.info](mailto:gfhsoutreach@gfhs.info)

[www.wellnessworkplace.info](http://www.wellnessworkplace.info)

