

Employers' Frequently Asked Questions

THE SMALL BUSINESS WELLNESS PROGRAM

1.

What is the cost for this program?

The enrollment fee for the Small Business Wellness Program is \$2 per employee per year. For example, if your business has 40 employees, you would pay \$80 annually. There is a \$200 maximum annual fee for any business. The cost of this program is likely to be less than the cost of one employee's lost productivity due to sick days!

You may choose to invest additional money into workplace enhancements to encourage wellness. For example, you may choose to install a bicycle rack and encourage people to bike to work. You may also choose to give prizes and incentives to people who lose weight or quit smoking.

2.

How much time do I have to spend administering this program?

When you enroll your business in the wellness program, you should expect to spend some initial set-up time to plan and launch it with the guidance of our program coordinator. Once the program is implemented, your time commitment will depend on the wellness initiatives you choose to put in place.

Remember, when you enroll your company in the Small Business Wellness Program, you will have the support of Greater Somerset Public Health Collaborative (GSPHC). A team will guide you through the implementation process, provide on-site training, answer any questions and regularly check in with your success.

3.

Can I delegate this to someone who has more time?

Yes, you can appoint someone from your business to administer the wellness program. Many business owners choose to appoint a human resources manager as the plan administrator.

4.

What if my employees don't want to participate?

Employee participation in the wellness program is not mandatory. However, our program coordinators will suggest initiatives that are most likely to interest and engage your workforce. If you don't have full participation from all your employees, don't be disappointed! Our program coordinators will continue to evaluate and guide you on best-practice approaches.

5.

What is an environmental scan?

The environmental scan is one of the first steps in developing a wellness program for your business. A worksite wellness professional will schedule a visit to your business with you. Together you will tour your facility and develop a list of the policies and healthy opportunities already available to your employees on and around the premises. The results of your environmental scan will be the foundation of your wellness program.

The environmental scan is not an OSHA or EPA evaluation.

6.

How do I write policies?

As a business, you probably already have an employee handbook or workplace regulations. Wellness program policies are similar to these policies that you already have in place. For example, if some of your employees are exposed to secondhand cigarette smoke, you may choose to develop a policy requiring all employees to stand at least 50 feet away from your building when using tobacco products.

The GSPHC will discuss policy recommendations with you and provide you with customizable policy templates to help you write them.

7.

How does this benefit my business?

A wellness program will have a very positive effect on your business. Based on studies in large corporations, a wellness program can yield a return of as much as \$3 to \$6 for every \$1 invested. Employees who take part in employer-sponsored wellness programs generally have fewer sick days and increased productivity. Employee loyalty is often enhanced, which reduces costly turnover for your business.

By incorporating a workplace wellness program, your business may also be eligible for a tax credit, and your insurance premiums could drop.

8.

How does this benefit my employees?

Your employees will appreciate the additional benefit of an employer-sponsored wellness program. Employees who take part in wellness programs generally have improved overall health, better morale, and fewer hospital visits. If a wellness program saves an employee even one costly trip to the hospital, then s/he has greatly benefited!

9.

Can I discontinue this program if I don't like it?

Yes, you can discontinue the Small Business Wellness Program at any time.

For more information about enrolling your small business, contact us to schedule a free worksite screening.

Call 207.474.7473
or email bprimmerman@rfgh.net.

