



Oil Sector

Nature of Organization

Oil company with 950 employees working in geographically dispersed office and field worksites. The field worksites were mostly in remote northern locations, some reachable only via helicopters, with field workers living in camps for extended periods of time. For other field workers, the work consisted of driving in their trucks as they supervised other sites or inspected pipelines. The office workers were located in primarily urban offices. The company wished to implement a comprehensive workplace wellness program for all employees as they realized the value of corporate wellness not only in creating healthier and more productive employees, but also in improving retention and recruitment. The purpose of the program, communicated to employees was to 'help employees decrease their personal health risks and empower them to begin or maintain a lifelong commitment to health and wellness'. The company also offered an incentives program, where employees who improved their health and decreased their personal risk factors received a graded incentive award based on improvement in health, as measured by improvements in BMI, blood pressure, cholesterol and glucose as well as in behavioural changes such as physical activity, smoking and job satisfaction, all assessed via the annual HRA.

Description of Program

This was a 3-year comprehensive corporate wellness program delivered primarily via Evexia, an interactive e-health Wellness Portal branded and customized to company needs and accessed privately through specific login information. Confidentiality of personal health information was guaranteed and data were stored on secure Canadian servers. Evexia offered the following functions to the company and employees:

- Comprehensive Communications Plan , prior and throughout program launch, to inform and encourage employee participation .
- Interactive Online Scheduler to manage biometric clinics and/or schedule challenges and other company events
- Incentives and rewards program based on improvement in personal employee health.
- Annual Health Risk Assessments (HRA) through single-sign-on on the Evexia Portal, that included completion of online lifestyle questionnaire, customized to company needs, and collection of biometric clinical data such as blood pressure, cholesterol, triglycerides, blood glucose and Body Mass Index.
- Variety of wellness challenges , goal trackers, monthly newsletters, and a rich library of educational articles and videos.
- Healthy Chef program with over 2000 healthy recipes, interactive meal planning , grocery lists and instructions on meal preparation.
- Telephonic or online wellness coaching via the Evexia's private and confidential coaching platform.

What was Achieved

Each employee received a personal and confidential report of their individual HRA results showing comparisons from year to year .The company received annual aggregate executive summary reports stratified by work location and employment type as per company request. The top 3 health issues overall were weight management (75% overweight/obese) , physical inactivity (72%) and stress (53%). The average BMI was 27, with 7 out of 10 employees being overweight and 1 in 4 classified as obese. Over 70% of employees ate less than recommended servings of fruit and vegetables, whole grains and close to half had 5-8 nutrition risks. Metabolic syndrome, a cluster of risk factors that increase risk for heart disease, stroke and diabetes was evident in 23% of employees. Employee participation increased to over 60% over the 3 years, with most employees(75%) showing improvements in wellness scores, as much as 10 points. This improvement was the result of overall improvements in nutrition (57%), fitness (40%) and lower BMIs (25%). Significant improvements in biometric clinical data were also observed, with decreases in systolic and diastolic blood pressure (65%), LDL (59%) and total cholesterol (44%) and triglycerides (32%). Over 40% of employees increased their HDL (good cholesterol).The average number of risk factors per employee also decreased from 2.8 to 2.0 and an increasing number of employees became healthier, moving to low risk status. These improvements, resulted in significant estimated per employee savings , with healthy employees (wellness score over 85) costing about \$500 vs \$4000 for unhealthy employees (wellness score less than 65) in health claims , \$300 vs \$4600 in productivity and \$87 vs \$500 in absenteeism. These changes also resulted in reductions in the risk for heart disease, stroke and diabetes and incentives awarded to 73% of eligible employees.