

How do you Assess Employee and Workplace Health?

Every day, Canadians are bombarded with 'health' messages, warnings, statistics and data about everything from living and eating healthy to the prevalence of health risks. While this information can be powerful, it can be overwhelming and doesn't address the specific needs and concerns of individual employees and employers.

To Equitable Life the word **Health** is a powerful term and should be more than a buzz word. When we use **Health** in the names of our secure website (EquitableHealth.ca®) and our employer paid health and wellness (Equitable HealthConnector®) Services, we are referring to real health solutions for both the employee and their employer.

This is why we have partnered with Ceridian Canada to offer all our Groups the opportunity to add a Health Assessment Tool through EquitableHealth.ca and our HealthConnector Services platform.

What is the Value to Employers of the Health Assessment Tool?

With employers from all sectors and of all sizes seeking useful guidance in health management options, a Health Assessment tool through the Equitable HealthConnector platform can:

- *Strike an effective balance between the need for benefits cost management; while*
- *Providing practical and useful health tools to employees that show that employers value their health.*

Each employer faces a unique set of demographic, workplace environment and Group Benefits factors. This makes it difficult to assess employee and workplace health. A Health Assessment Tool through Equitable Life empowers individuals to better understand and manage their health while providing actionable insights to each individual employee and employer.

While each individual's Health Assessment information and responses are confidential, the Health Assessment Tool provides employers with a detailed snapshot* of the employee:

- *Views of their own health risks, behaviors;*
- *Readiness to change; and*
- *Preferences on how to improve their health.*

Armed with these insights, employers are in a better position to make informed Group Benefits and health management choices.

*Depending on a specific employer's needs and size, information is available on an aggregate or a policy specific basis.

What is the Value to Employees of the Health Assessment Tool?

Provided in partnership with Ceridian Canada, the Health Assessment Tool is easily accessible online through EquitableHealth.ca and provides Equitable Life Plan Members with the ability to better:

- *Understand their health;*
- *Identify health risk factors and/or reinforce good lifestyle habits; and*
- *Manage their health.*

Employees gain access to practical and fun personalized feedback and education about their health. They also gain a potential voice in shaping the future of the Group Benefits and health management choices that their employer makes.

What else does the Health Assessment Tool Offer?

- **Simple Programs:** Employers and employees gain access to simple, yet effective health challenges that workplaces of any sector and size can enjoy and benefit from. Walking, eating and other health challenges will encourage workplace participation by making things easy and fun.
- **Seamless Access:** The Health Assessment Tool is available through EquitableHealth.ca. This means Plan Members gain access to the vast wealth of health and wellness resources available through the Equitable HealthConnector and LifeWorks® Online.
- **Flexible Solutions:** Part of the Equitable Life HealthConnector Platform, the Health Assessment Tool can drive results by more individuals making small, significant and sustainable changes. It can be effective when offered to Plan Members on its own or in combination with any of the other employer paid Equitable HealthConnector Services.



Ceridian Health Assessment through Equitable Life delivers measurable results

How Reporting Delivers		Why?
Control Costs	<ul style="list-style-type: none"> Reduces health-related benefits costs through promoting better overall employee health strategies. Enables your organization to invest in the right health programs that target the needs of your workforce through aggregate reporting and recommendations. Encourages workforce to improve their health so your productivity remains at optimal levels. 	Stress-related disorders cost Canadian businesses \$12 billion annually. (Statistics Canada)
Save Time	<ul style="list-style-type: none"> Promotes good health in your workforce so less time is lost with illnesses. Provides quick access to data so organizational health decisions can be based on accurate aggregate workforce information. Utilizes best practice health programs that encompass all aspects of physical, mental and emotional health developed through industry experience so you do not need to design and deliver them. 	Employees who smoke cost employers \$2,565 per year and up to one month in lost time. (Health Canada)
Ensure Compliance/ Mitigate Risk	<ul style="list-style-type: none"> Improves motivation of your workforce to maintain good health and produce at optimal efficiency. Reduces risk of implementing a health program that does not meet the requirements of your workforce. Provides better data of overall workforce health to allow the best possible operational strategy decisions. Provides a secure solution that allows only authorized users the visibility into either personal or aggregate corporate information. 	17.2% of Canadians are classified as obese. Obesity has been linked with many chronic diseases, including hypertension, Type 2 diabetes, coronary artery disease, osteoarthritis, and cancer. (Statistics Canada, Adults who are overweight or obese, 2008)
Optimize Workforce	<ul style="list-style-type: none"> Maximizes productivity by promoting good health at both the individual and group level. Provides valuable organizational health intelligence so truly data-driven decisions can be made to achieve organizational goals. Empowers the individual with information to educate, motivate and monitor their own personal health levels. Heightens the value of your organization to the individual by providing a personal health program that in turn fosters organizational satisfaction. 	Depression is the fastest growing category of disability resulting in days lost. (Global Business and Economic Roundtable)

To find out more about the Ceridian Health Assessment Tool through Equitable Life or any other Equitable HealthConnector Service, please speak to your Equitable Life Group Marketing Manager. To locate your nearest Equitable Regional Sales Office, visit www.equitable.ca.



Health and Wellness Solutions that Matter

