

Company C

Wellness Program Trend and Measurement Index

- Contractor Reporting Schedule to Management/Board:**

Report Name	Timeframe	Description
Snapshot Report	Quarterly	Health Coaching and Event Participation
Progression Report	Semi/Annually	Health Coaching, Event Participation, Calendar-At-A-Glance
HRA Corporate Analysis	Annually	Health Risk Assessment, Summary and Highlights, Executive Summary Report, Group/Demographic Report, Economic Benefit Report
Wellness Committee Minutes	Every two months	Wellness Committee input, discussions, evaluations, feedback
Health Coaching Satisfaction Surveys	Periodic	To gather direct feedback from health coaching participants.
Staff interest surveys, evaluations	Periodic	To gather information pertaining to staff wellness interests and feedback

- Health Benefits and Claims Data:**

Year	Drug / person	Health Claims / person	Sick Days
Overall Trend [2009-present]	5% reduction	2% reduction	34.5% reduction
2013	\$755.69	\$1169.00	9.08
<i>Comparison to 2012</i>	7.6%	5.8%	
2012	\$698.30	\$1100.94	8.62
<i>Comparison to 2011</i>	-9.83%	-1.79%	
2011	\$774.43	\$1121.07	9.94
<i>Comparison to 2010</i>	0.72%	-2.16%	
2010	\$768.90	\$1145.77	10.1
<i>Comparison to 2009</i>	-3.12%	-3.94%	
2009	\$794.00	\$1192.74	13.86

- **Health Risk Data:**

% of HRA participants with noted health risk

Top 5 Health Risks	2014	2012/13	2011	2010	2009
Weight Management	52%	65%	65%	58%	67%
Cancer Risk	45%	56%	67%	47%	71%
Better Nutrition	38%	44%	49%	53%	47%
Improved Fitness	50%	42%	50%	45%	47%
Managing Stress	19%	28%	24%	18%	34%

- **Wellness Program Health Coaching Participation Data [snapshot]:**

New reporting program allows for more data within reports. Sample data collection below

Health Coaching	2014 [Jan-Nov]	2013	2012	2011	2010
Booking Rates [%]	99%	98%	92%	100%	99%
Attendance Rates [%]	94%	97%	96%	91%	91%
Cancellation Rates [%]	4%	3%	4%	9%	9%
*Unique Users [admin/office staff only]	108	100	94	82	71

APPENDIX C: London Hydro – Jan-June 2013 At-A-Glance [subject to change as per wellness committee, needs and interests]
HRA Focus [weight management, nutrition, fitness, heart protection, stress management]

Initiative	Jan	Feb	March	Apr	May	June
INDIVIDUAL						
Consultations	One-on-One Consultations – on-site					
Individual	NEW Virtual Online Profile, Wellness Tracking, Calendar of Events					
PWP	Campaign Period – January 14-25					
GROUP						
Exercise Class/Series	tba					
Lunch n' Learns/Webinars		Mental Health		Ergonomics		Spring Scrabble with launch
Operations	Physiotherapy Operations Talks					
Group Challenge [team]			Soup Off			
Virtual Challenge [team]		Launch Portal				
Newsletter						
Newsletter	Ongoing Monthly Newsletter					
Kiosk / Poster Display		Mental Health		Ergo/Lifting		
POD Posters						
Sleeve Posters	Goal Setting	Mental Health		Ergonomics		
Email/On-site/Pay-Stub Campaign		Mental Health EC		Deskercize EC	Ergonomics EC	
Walk Around	PWP Instructions					
Promo Day			Soup Off		Chips and Salsa to launch scrabble	
Wellness Challenge [Individual]		Mental Health IC		Ergo IC		
Virtual Challenge [individual]						
Health Fair						
Corporate Reporting	PWP Jan 14-25		Q1 Report			Q2 Report & Progression

Appendix D: London Hydro – July-Dec 2013 At-A-Glance [subject to change as per wellness committee, needs and interests]
HRA Focus [weight management, nutrition, fitness, heart, stress]

Initiative	July	August	Sept	Oct	Nov	Dec
INDIVIDUAL						
Consultations	One-on-One Consultations – on-site					
Individual	NEW Virtual Online Profile, Wellness Tracking, Calendar of Events					
PWP	January 2013					
GROUP						
Exercise Class/Series			Exercise series with Rose tba			
Lunch n' Learns/Webinars			Operations speakers – muscle balance Mental Health – admin staff			
Workshop						
Group Challenge [team]			Fall Poker Challenge			
Virtual Challenge [team]	Portal and Challenge tba					
ONGOING						
Newsletter	Ongoing Monthly Newsletter					
Kiosk / Poster Display						
POD Posters						
Sleeve Posters			Relax Response	Healthy Tasks	Health Fair	Holiday BPOS
Email/On-site/Pay-Stub Campaign	Summer Safety 8-week campaign				Health fair promo	Holiday Campaign EC
Walk Around	Vitamin Water	Lemonade		Oranges for Poker Promo		
Promo Day			Pancakes			
Wellness Challenge [Individual]						
Virtual Challenge [individual]	Virtual or Individual Challenge					
Health Fair	November 2013 tba					
Corporate Reporting	Q 2			Q3		Progress Report

