



health + productivity at work

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## **IBI Survey: U.S. Businesses Say Health and Productivity Management Programs Work; Weight Management Efforts Viewed as Critical by Employers**

*Additional best practices include nurse case management, transitional return-to-work, health risk coaching, on-site providers and participation incentives*

**San Francisco – July 20, 2010** – Today the non-profit Integrated Benefits Institute (IBI), released its analysis of the health and productivity management (HPM) practices of 450 U.S. employers indicating that HPM has a positive impact on their health and productivity goals. This analysis is a follow up to an IBI report released earlier this year finding broad adoption of prevention, wellness, disease management and disability-management/return-to-work (RTW) initiatives by employers.

“That employers are sustaining and adding to their HPM programs despite a general lack of empirical data on the outcomes of these efforts suggests the increasing prominence of workforce health as a business strategy,” said Thomas Parry, PhD, president of IBI. “Weight management efforts meet both the medical/pharmacy cost savings goal as well as reducing the lost-productivity costs of ill health, making adoption of weight management a best practice for many employers. Other such best practices help employers achieve multiple goals including savings in medical/pharmacy costs, health-related lost productivity and sick-day/disability absences.”

### **Additional research findings include:**

- **HPM practices have a particularly strong, positive impact on employee satisfaction.** While employee satisfaction is not a traditional health and productivity outcome, this finding is a significant indicator that a health and productivity program is an important investment for employers interested in attracting and retaining key workers by building a culture of health.
- **Several practices have high impact across several outcomes.** Six practices – nurse case management, transitional RTW, health risk coaching, on-site providers, participation incentives and weight management – have positive impacts on at least two

important health and productivity outcomes and therefore should be considered an essential part of an effective and efficient HPM program.

- **No single HPM program area has a lock on high-impact practices.** Among the top 10 high-impact practices, four are associated with disability management/return to work, four are related to health promotion and two are associated with disease management.

A summary of the report is available to the public at [ibiweb.org](http://ibiweb.org). The full report also is available to IBI members.

### **About the Integrated Benefits Institute**

The Integrated Benefits Institute (IBI) provides employers and their supplier partners with resources for demonstrating the business value of health. As a pioneer, leader and nonprofit supplier of health and productivity research, measurement and benchmarking, IBI is a trusted source for benefits performance analysis, practical solutions, and forums for information and education. IBI's programs, resources and expert networks advance understanding about the link between – and the impact of – health-related productivity on corporate America's bottom line. For additional information visit: [ibiweb.org](http://ibiweb.org).

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