

WORKING TOGETHER FOR WORKFORCE HEALTH & BUSINESS VALUE



BENEFITS PURCHASING

Determining coverage and buying benefits for employee health, including medical, pharmacy, disability and workers' comp



HEALTH PROMOTION

Implementing wellness initiatives, including fitness programs and healthy food options at work



HEALTH PROTECTION

Preventing worker injury and illness through safe practices and policies, including training

THEY'RE MOVING DIFFERENTLY

Health Promotion and **Health Protection** are in sync, but **Benefits Purchasing** is often moving in the opposite direction.



By not working together, workforce health is compromised, and time, money and energy are wasted.

HOW?



Benefits Purchasing may change healthcare benefits to save costs to employers.



Employees may forgo necessary care if it is too expensive or not covered.



Work disability, sick days or underperformance can undercut employer cost savings.



Benefits Purchasing, Health Promotion and Health Protection need to work together to understand what benefits coverage is needed and how to leverage existing and additional programs to fully support workforce health.

GET THE WATCH WORKING

BUILD ALLIES

Talk to other departments and get senior leaders involved.

FIND COMMON GROUND

Meet colleagues where they are and map workforce health to business performance.

HOLD EACH OTHER ACCOUNTABLE

Measure and review outcomes to track progress and make informed decisions.



[@IBIweb](https://twitter.com/IBIweb)