

The goal of a Company Wellness Program is to promote a healthier and safer workplace by effectively managing unhealthy behaviors and workplace stressors and reducing work-family conflicts by promoting and facilitating long-lasting lifestyle changes. The program achieves positive lifestyle changes on a company level through presentations and workplace intervention, but also by focusing on the individual employee through one-on-one consults, ultimately improving workers' health and well-being while creating a healthier work environment with a more productive and motivated workforce.

## Why implement a Company Wellness Program in your organization?

Any investment in your workforce is a wise investment, and by implementing a Company Wellness Program, making a wise investment is exactly what you will be doing. It is an organization's human capital that is going to need to meet company goals and targets. Company Wellness Programs help achieve this by enhancing workers' productivity and increasing their physical capacities, such as strength and endurance, as well as their mental capacities, such as cognitive functioning and reasoning ability. In addition, a more tangible reason companies choose to implement Company Wellness Programs is because the programs aid in the reduction of absenteeism-related costs.

## When to implement a Company Wellness Program?

- When you want to create a more productive and motivated workforce for your organization.
- When you as a company want to encourage and facilitate the process of becoming a healthier employee, family and community.
- When you wish to reduce work-related accidents and conflicts in your organization.
- When there are managerial shifts, mergers and/or reorganizations within a company.

## What can I expect from a Company Wellness Program?

Company Wellness Programs aim to increase and promote health amongst employees by focusing on three primary pillars. The first one is physical activity. One needs to have and maintain an active lifestyle, which helps prevent many diseases, both chronic and short-term. The second pillar is awareness, which is achieved through lectures, general check-ups, and tailored workplace interventions. The third pillar consists of the adaptation of employees' eating habits. This will usually be achieved through one-on-one consults and by focusing on the dietary needs of the individuals involved.

## Confidentiality

Test results from any medical check-up prior to participation in a Company Wellness Program as well as the outcome of any one-on-one consult are a private matter. Safeguarding an employee's privacy is of the utmost importance to all Medwork staff involved in Company Wellness Programs. Although Medwork will provide management of any organization involved in such program with a good overall view of the health and well-being of its workforce, any individual employee participating in the program can rest assured that none of their private data will be shared with management or the owner of the company.

## Liability

An organization can never oblige an employee to take part in all company wellness-related activities, nor can it demand that the employees have health values measured without it being an agreed upon requirement for their function. However, when and if employees find themselves involved in any company-related accident due to malnutrition, faulty medication use and/or a lack of motivation and effort to improve their health-threatening conditions, having a Company Wellness Program in place will prove that the company proactively provided tools for the employees to prevent and/or minimize health-related accidents. This will serve as a legitimate and provable argument in court.

## LIKE TO KNOW MORE?

Do you wish to know more about Company Wellness Programs for your organization? Feel free to contact us through [info@medwork.aw](mailto:info@medwork.aw) or call us at +297 587 8880.

