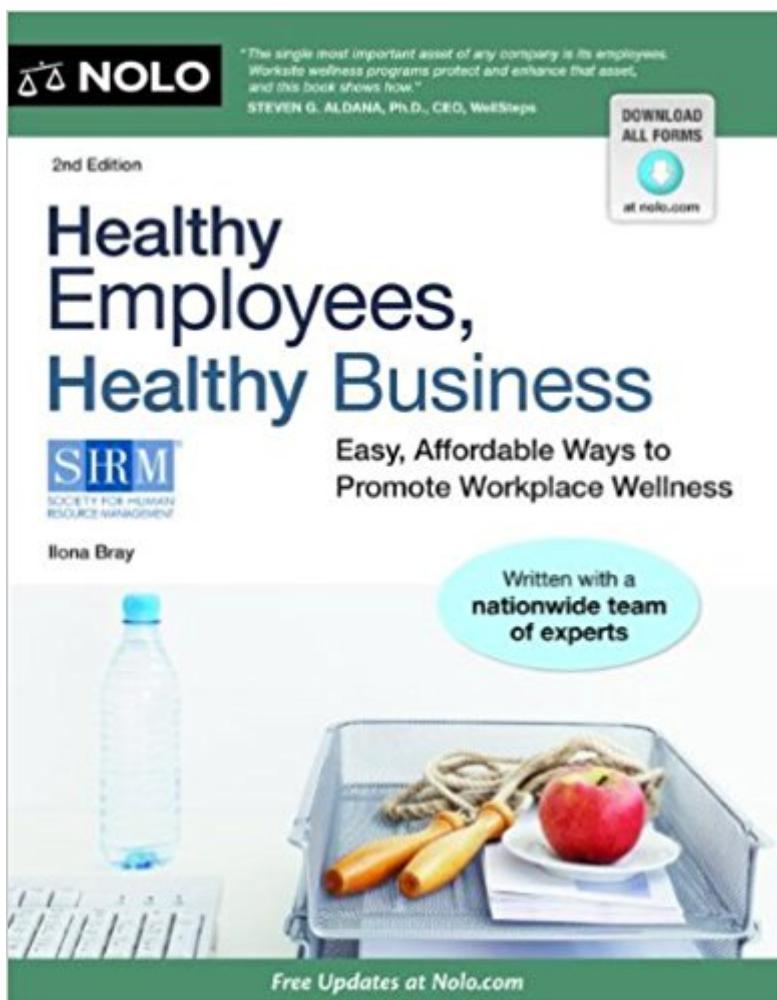


The book was found

# Healthy Employees, Healthy Business: Easy, Affordable Ways To Promote Workplace Wellness



## **Synopsis**

Healthy Employees, Healthy Business draws on the expertise of an advisory board of doctors, lawyers, benefits specialists, workplace wellness planners and other experts to offer struggling small business owners and managers the essential advice needed to implement a low-cost or even free wellness program for employees. A Clear, concise and filled with success stories from other workplaces, this book has the tools needed to start a wellness program immediately, resulting in increased productivity and potentially lower health insurance costs. Find out how to: A . evaluate and target A a workplace's main health concerns . develop fun, effective activities to improve employee health . boost morale through mutual support and competition . lower workplace stress . leverage community resources for minimal financial investment A

## **Book Information**

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## **Customer Reviews**

"The single most important asset of any company is its employees. Worksite wellness programs protect and enhance that asset and this book shows how." Steven G. Aldana, Ph.D., CEO, A WellSteps

Bray is an author and legal editor at Nolo, specializing in real estate, immigration law, and nonprofit fundraising. She is co-author of Nolo's Essential Guide to Buying Your First Home and also edits a number of Nolo's small business books. Bray's working background includes solo practice,

nonprofit, and corporate stints, as well as long periods of volunteering, including an internship at Amnesty International's main legal office in London. She received her law degree and a Masters degree in East Asian (Chinese) Studies from the University of Washington.

This book wasn't exactly what I was looking for. I guess I was hoping for a bunch of neat wellness ideas to add to a wellness program and innovative ways to motivate employees to make healthier lifestyle changes. The book had more on the legal aspects of wellness and insurance - which was definitely helpful because it was things I hadn't considered - but it wasn't exactly what I was looking for. Overall, it was a useful book and I learned a thing or two.

This book is great. I found it very well put together and helped me write out a proposal for work with such little effort. A total blessing of a purchase

Right now, there is a huge debate on how to cut the high cost of health insurance. One way employers are seeking to help reduce costs is by assisting employees to stay healthy. Healthy people are more productive, have fewer sick days and cost less for insurance. It's a win-win. No one likes being sick. There are simple things to do, outlined in this book, to promote wellness and some of the ideas don't even cost a great deal. This book goes over some of the aspects of wellness (drinkers are often out Mondays and Fridays, people with minor illnesses take off rainy days.) There are a lot of interesting facts, such as a discussion of "presentee-ism" which is when people show up to work sick instead of staying home with an infectious illness. If there is an epidemic of flu, an employer concerned about wellness might consider making it clear that staying home when sick is better for the company and YOUR job than struggling in and making the entire department ill. There are discussions of obesity and how to set up supportive programs to encourage employees to get fit. Even changing the vending machines to provide healthy foods. I think this is all helpful information--I can remember one employer who had their cafeteria reclassified as "factory" from "office" by their large corporate contracting department, and the people working there complained their soup and salad selections had been replaced by greasy burgers. This kind of awareness of how the employer fits into overall health is something that any managerial staff should take note of. There are also ideas for small businesses, who are definitely more affected if employee health and efficiency suffers. Great book, full of ideas to promote wellness and productivity.

This is my first NOLO book by Ilona Bray. It's also my first NOLO book written on the boundary of

issues for which one might engage an attorney. The relevancy of each chapter surprised me. Healthy Employees, Healthy Business is forward-looking regarding workplace policies to promote health and productivity. The final chapter, Drafting Workplace Policies That Promote Health is an excellent wrap up and it's where the rubber hits the road. Topics covered are those we discuss with co-workers and family, the ones that make us anxious. Bray also covers what we dwell on when we're in the waiting room to see a general practitioner physician who will see us undressed. We generally make exceptions for healthy habits when we're engaged in making a living. Work is often stressful, and we're often stressed a good portion of our lives as a result. Advice for employers to provide in practical terms physical, calorie burning activity is covered. The ideas presented are outstanding, yet implementation of them may be years away. This book might be futuristic, but if working standards improve we may see job environments like the ones advocated. The book covers the topic of Health Screenings. A confidential Health Risk Assessment (HRA) form administered by an outside vendor is advocated. Health insurance companies often provide this service now, although I suspect participation rate might be low. One reason people don't follow through on recommendations such as regular exercise is they don't have enough time unless they can cut back on commitments. Healthy Employees, Healthy Business is ahead of its time. It's loaded with all the concerns we all have about being physically fit while working lots of stressful hours.

I typically like the information provided by NOLO press and this book did not disappoint. As a healthcare provider I am often a bit skeptical of health related information not provided by those in the field. The author seems to have consulted with others in the healthcare field as the information provided is quite good. If you are an employer thinking about establishing an employee wellness program this is a great place to start for general information. The book covers most all aspects of employee wellness programs - from what information, classes, services to offer, to how to offer it and also how to do all this without inadvertently causing yourself any legal problems. For example, they indicate that all these programs should be optional, not mandatory, in order to avoid any potential legal issues. They also strongly advise against anything that could be viewed as prejudice against those who don't participate (such as discounted insurance for those who do participate). Since this is by NOLO press it is no surprise that there is tons of advice on how to avoid any legal problems establishing your wellness program. The added bonus is that it also provides great information on the other aspects of the program as I mentioned earlier, such as what to offer, what kind of health screenings are good and which to avoid, etc. It also discusses HIPAA rules and other aspects of healthcare information privacy which is very important. All-in-all this is a pretty good

book. I'm deducting one star because some of the healthcare information is dated (such as some of the health screening information and dietary related information) but with the way this type of information changes, it would be hard to publish any book on the topic and not have some information be outdated already.

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