



The essential guide to simplifying workplace wellness

Why we should rethink wellness programs for employees and caregivers dealing with chronic disease

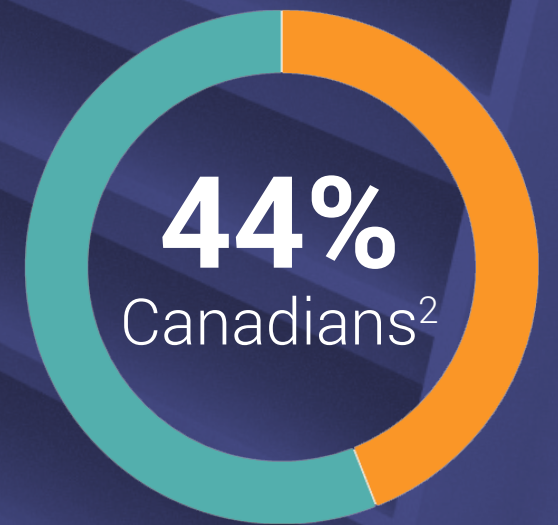
A workplace under pressure

For human resources and corporate wellness professionals, absenteeism can translate to tangible productivity losses.

But for employees that deal with one or more chronic diseases, waiting for the next missed work day can be overwhelming.

191+M
Americans¹

are dealing with at least one chronic illness, in addition to the caregivers they depend on



The need

Attempting to alleviate the burden of missed work days for both employees and employers can be a daunting task.



How do you balance
■ reducing absenteeism
with improving workplace
efficiency?



How do you account for
■ the heightened stress
this employee population
is feeling as COVID-19
strains work-life balance
and access to care?

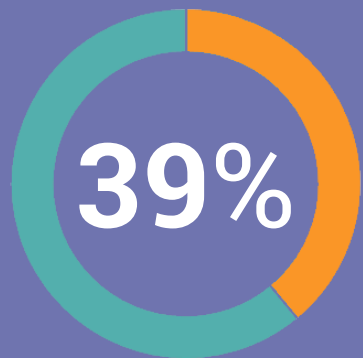


What would a wellness
■ package that prioritized
health and productivity
look like?

The numbers: caregivers

29 hours

represents the weekly average dedicated to caregiving activities³



39%

report “always” or “sometimes” having difficulty getting work done, and 34% have trouble concentrating while at work⁴



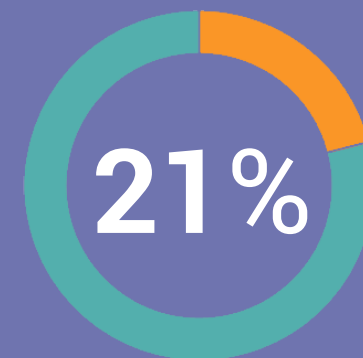
4 out of 10 find themselves ‘sandwiched’ between juggling a career, childcare, and eldercare responsibilities⁵

38.2 billion

productivity loss to the US workplace due to missed days at work to handle care responsibilities⁶

1 in 4

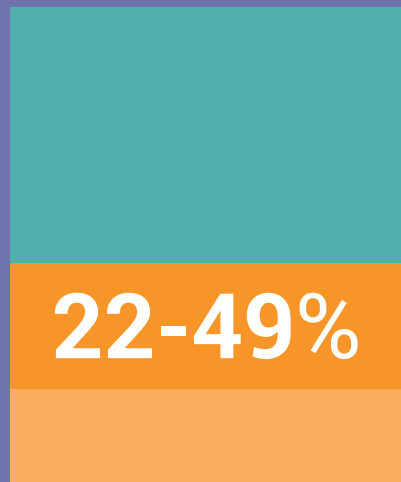
Canadian adults cared for someone with a chronic sickness, a physical or mental disability, or problems related to aging



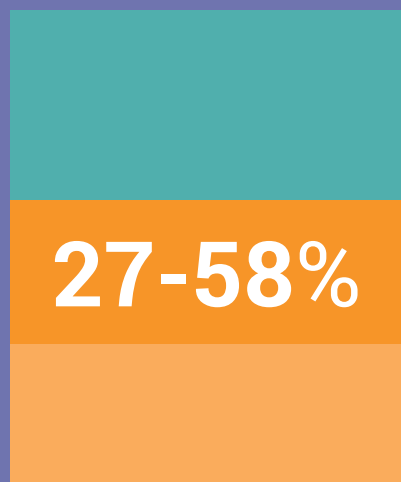
21%

of these caregivers spent 20 hours or more per week on caregiving responsibilities⁷

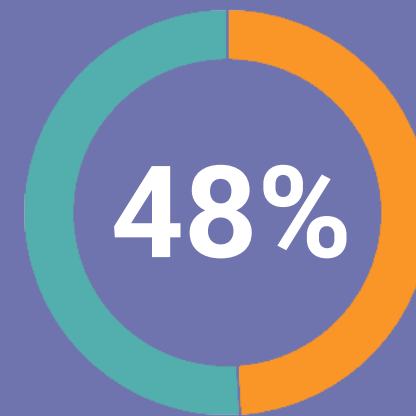
The numbers: employees



range of employees that experience difficulties meeting physical work demands, depending on the chronic condition involved



range of employees having problems meeting psychosocial work requirements⁸



nearly half of US workers say they would have more confidence in digital health tools if they were offered by their employer⁹

1 LARGE
national company¹⁰

reports medication non-compliance was associated with:

- statistically higher short-term disability costs
- longer short-term disability duration
- an increase in short-term disability incidents

What it means for HR professionals

People with chronic diseases are constantly required to make decisions that affect their health, but we don't often think of the ramifications of those decisions on work performance and employability.

And when we do, we sometimes treat the symptoms — absenteeism and loss of productivity — rather than the stressors and day-to-day disease — management issues that can cause these massive dips in workplace efficiency.

It's a problem workplace wellness efforts can solve, and it may be simpler than you think.

Tactics for tackling workplace wellness

1

Change your view. Remember that the disease is the burden, not the person. Success in alleviating the organizational pain points caused by health-related distractions and absenteeism starts with recognizing just how important issues like caregiver fatigue are.

If today's best places to work offer tobacco cessation, fitness programs, and nap rooms, folding chronic disease management into the offering seems well under the purview of the HR team.

Tactics for tackling workplace wellness

2

Build disease management tools into your workplace wellness offering. Digital health tools abound in this era of virtual engagement and disruptive innovation.

The best disease management tools offer a single source for appointment tracking, medication management, secure access to health records, and more.

Tactics for tackling workplace wellness

3

Leverage insights from these tools to optimize workplace wellness. The best tools on the market aggregate employee-reported data to provide you with valuable insights — without compromising protected employee health information.

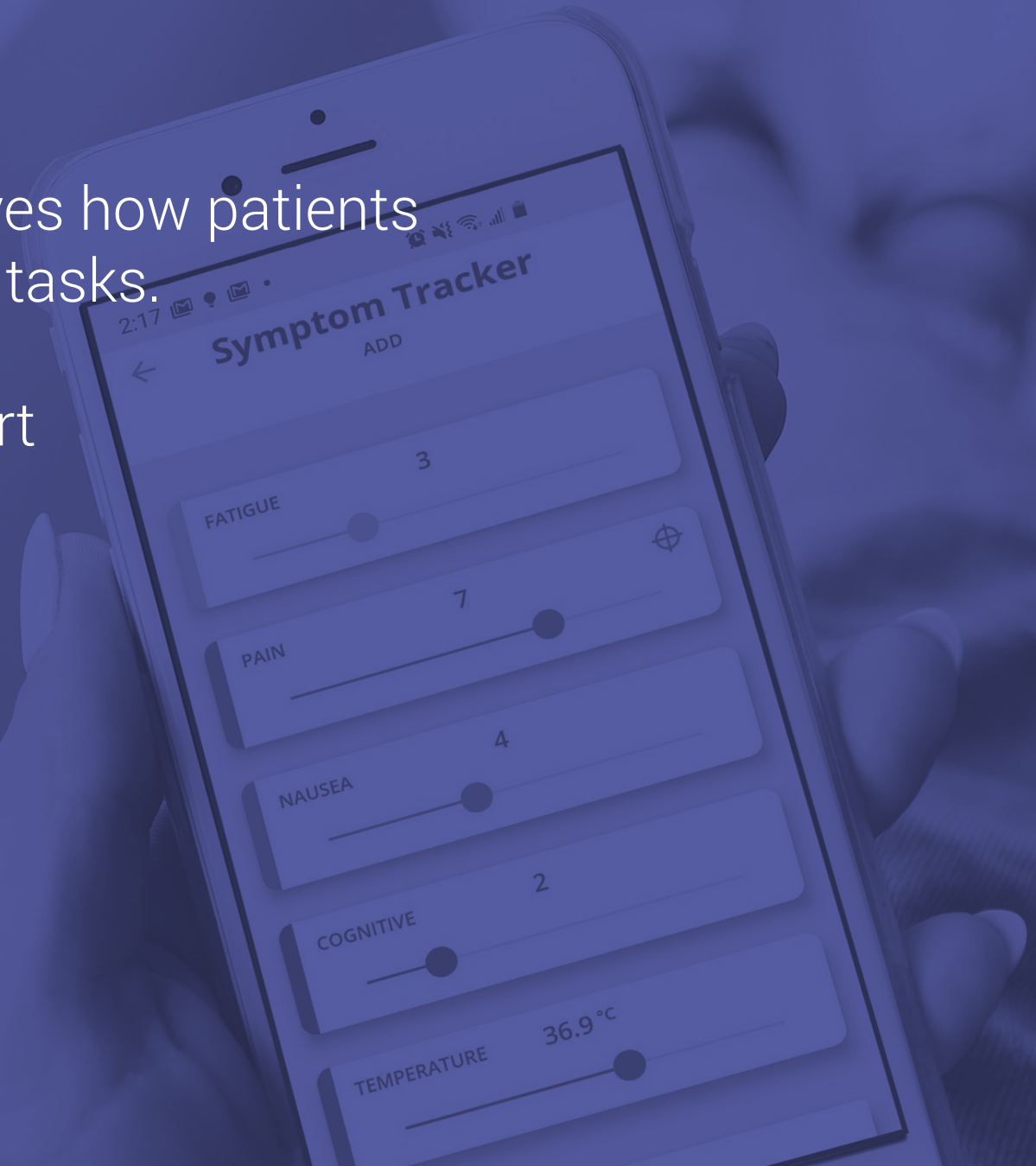
From snapshots of the conditions your workforce is managing to symptom trackers that can help you facilitate COVID-19 protocols, use the information at hand to invest in benefit plans that will be impactful for these employees.

Continue the conversation

Chronically Simple is a healthcare app that improves how patients and caregivers manage medical records and daily tasks.

Learn more about making Chronically Simple a part of your workplace wellness program.

Request a demo or a free trial today at innomar-strategies.com/corporate-wellness





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