

A3—Storyboard

Optimizing Workforce Performance by Integrating Wellness

ESI Wellness

The BioSynchronistics® Design

Problem Statement:

- Keeping an aging-workforce productive, engaged & healthy
- Costly transitional duty assignments and lost time cases due to Musculoskeletal Disorders (MSD's)

Current State:

- Rising costs of workers compensation & health insurance negatively impacting bottom-line
- Uncontrolled costs associated with MSD related issues at work (presenteeism)

Goals and Objectives/Target:

- Increased awareness of MSD related symptoms before they become injuries
- To be truly Proactive and available when needed (Just in Time)

Countermeasures:

- Early Symptom Intervention Wellness Program available on-site & free of charge to employees
- Encourage getting help proactively & making the process easy and efficient
- Provide individual-based assistance for specific MSD related issues

Improvements Made:

- Participation in ESI Wellness program is 70%
- Significant reductions in OSHA recordable MSD injuries, transitional duty assignments & lost time injury cases
- 20% reduction in Workers Compensation & Health Insurance premium rates
- A workforce that is motivated to work safely, engaged in the process and living a healthier more productive lifestyle

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