

Sun Life-Ivey Canadian Wellness ROI Study Update

The Sun Life-Ivey Canadian Wellness Return on Investment (ROI) Study is a health and wellness research study conducted by Sun Life in alliance with the Ivey Business School at Western University.

GOAL: To establish Canadian benchmarks on the return on investment for workplace wellness programs.

COMPLETE

PHASE 1 (Q2 2011 - Q2 2012)

A meta-analysis of global wellness program research.

FINDINGS: Wellness programs save about 1.5 to 1.7 days in absenteeism per worker over 12 months, or an estimated \$251 per employee per year in savings.



IN PROGRESS

PHASE 2 (Q1 2013 - Q2 2015)

A treatment and control group study with six clients to measure employee health, organizational costs, and ROI, using a comprehensive HealthyRETURNS approach, including online wellness surveys, on-site health screenings, health coaching, health challenges, online lifestyle programs and education webinars.

ROI WELLNESS INDEX SCORE SYSTEM

A unique, proprietary approach to looking at organizational wellness and health metrics. Measured on a scale from 0 to 10 (10 = healthiest), the system is **easy to use, useful, standardized, clinically evaluated, comprehensive and focused.**

SIX INDICES ARE WEIGHTED TO CREATE AN OVERALL ORGANIZATIONAL WELLNESS INDEX:

Workplace Culture & Health, Nutrition, Physical Activity, Stress, Cardiovascular Risk and Alcohol/Tobacco.

“FIS, as a global organization, is focused on the health and well-being of our employees. When we were presented with the details of this ground-breaking study, we recognized the opportunity to continue to build on our total benefits offerings for our employees, and to gain better insight into the overall health of our employee groups.”

Debbie Mussar
Manager Human Resources, FIS Canada

“Our hope is that the study will bring about a mindset change for our employees. Good health is the foundation for a better quality of life. Quality of life is obtained through success at work and at home and good health is necessary to be successful on both fronts.”

Ed Gooyers & Ted Malinski
VP of Operations, On Side Restoration
Controller, On Side Restoration

ROI IN THE SPOTLIGHT

CANADIAN PENSION & BENEFITS INSTITUTE (APR. 2013, SASKATCHEWAN)
SUN LIFE GROUP BENEFITS CLIENT PARTNERSHIP COUNCIL (MAY 2013, TORONTO)
SUN LIFE GROUP CLIENT SUMMIT (MAY 2013, TORONTO)
CONFERENCE BOARD OF CANADA – WORKPLACE WELLNESS AND MENTAL HEALTH (JUN. 2013, TORONTO)
CANADIAN ECONOMICS ASSOCIATION CONFERENCE (JUN. 2013, MONTREAL)
EUROPEAN GROUP FOR ORGANIZATIONAL STUDIES CONFERENCE (JUL. 2013, MONTREAL)
BRITISH ACADEMY OF MANAGEMENT SEPT. 2013, LIVERPOOL, UK)
INTERNATIONAL WELLNESS SYMPOSIUM (OCT. 2013, LAKE LOUISE, AB)
SUN LIFE CLIENT SUMMIT (OCT. 2013, CALGARY)
MENTAL HEALTH IN THE WORKPLACE, EVERYBODY’S BUSINESS (OCT. 2013, ONTARIO)
BETTER WORKPLACE CONFERENCE (OCT. 2013, HALIFAX)
QUEBEC CLIENT COUNCIL (NOV. 2013, MONTREAL)
**NEW BRUNSWICK HEART & STROKE FOUNDATION
WORKPLACE WELLNESS AWARDS (MAY 2014, HALIFAX)**

LITERATURE REVIEWS

(IN PROGRESS)

- ROI of Wellness Programs
- The Effects of Implementation Variables on Outcomes
- Current Health Indices and Their Usefulness
- The Effect of Incentives
- Canadian Economics Association Conference

ROI PROGRAMMING 2014

WHAT’S NEXT

Quarterly meetings with clients (Q3).

Research program implementation: **Health Challenge** and **Online Stress Program**.

Reporting: **Round 2 reporting to clients (Q3)**.

Next ROI Update: **FALL 2014**

Questions regarding ROI Study? Contact healthandwellness@sunlife.com