



Employee Health and Productivity Management Solutions  
To Reduce Claims Costs And Maximize Profits

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## Employee Health and Productivity Management

### Good Health is Good Business

No matter your business - people are your product. 3:1 Corporate HPM Solutions believes that highly effective health and productivity management strategies are linked to strong human capital and financial results.

The rising cost of employee illness and time away from work requires continued attention to, and investment in, health and productivity management programs.

Total workforce availability and engagement is impacting every employer's bottom line. Significant cost and productivity losses are attributable to health-related absence: sick leave, short and long-term disability, injuries covered by workers compensation, and family medical leave (FMLA).

3:1 Corporate HPM Solutions assists our clients with maximizing employee health and productivity by designing solutions to protect their most valuable asset. Our solutions:

1. Maintain workforce health by integrating safety (injury prevention) and wellness (health promotion).
2. Optimize performance and productivity through absence management, employee engagement and life balance.
3. Measure investment in, and return on, human capital using common metrics and benchmarking.

The end result: vital, energetic, productive employees and a healthy bottom line!

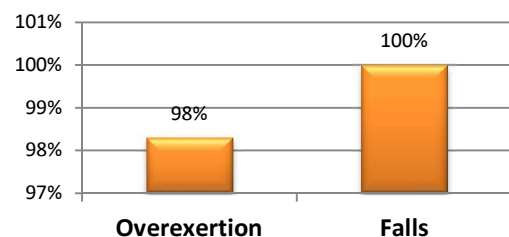
### Creating a Culture of Health

It is well known that an aging, overweight and out-of-shape workforce has a significant effect on safety, health and productivity. Unfortunately traditional workplace health and safety programs haven't produced significant results, and costs continue to climb. A fresh perspective is required.

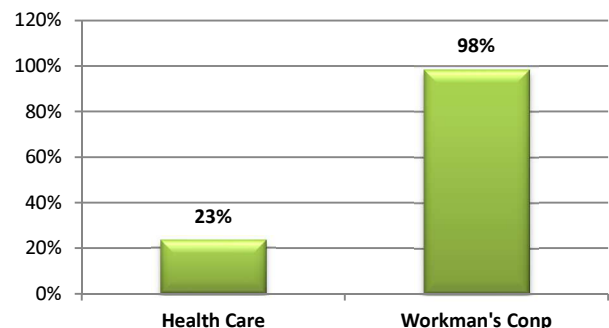
At 3:1 Corporate HPM Solutions we have over 25 years of experience designing cutting edge, cost effective, evidence based behavior change programs. Programs which create a culture of health within the organizations we serve and reduce costs, while consistently returning an investment of at least 3:1.

### A Few Snapshots of Our Clients' Success

**Workman's Comp Cost Reductions  
2011-2013**



**3 Year Benefits Cost Reduction  
2011-2013**





## When It Comes To Occupational Safety and Health - **Think Prevention**

Generally corporate health and safety programs strive to be OSHA compliant - making most workplaces fairly safe. In spite of this, many companies have costly OSHA recordable injuries on a regular basis. Hazard awareness training addresses only part of this issue. Poor worker health and fitness is a major contributing factor. For example:

A 2007 landmark Duke University analysis, found that obese workers filed twice the number of workers comp claims as their counterparts. Their medical costs were seven times higher and they missed 13 times more days of work due to their injuries than did employees who were not obese.

Musculoskeletal injuries and disorders are the single largest category of workplace injuries and are responsible for almost 33% of all workman's comp costs. The indirect costs of musculoskeletal injury; lost productivity - including presenteeism, absenteeism, etc. are estimated to range from 4.5:1 to 1:1 of direct costs. (Source: BLS)

### **The good news is that these costly injuries are preventable!**

Risk control strategies that focus on both hazard awareness and employee health produce the greatest results. 3:1 has helped their clients in the mining industry achieve zero harm in the area of slips, trips and falls, plus a 98% reduction in workman's compensation claims related to "overexertion" through the implementation of their Rock Solid@Work™ program which is integrated with the client's safety efforts. (2011-2013).

## Musculoskeletal Disorders and Employee Health

**An aging, overweight and out-of-shape workforce has a significant effect on safety, health and productivity.**

Traditionally worker health protection programs have focused primarily on safety and the reduction of worker exposures to risk factors arising in the work environment.

In July of this year, OSHA released a new outreach campaign. This new program is designed to raise awareness about hazards likely to cause musculoskeletal disorders (MSDs) among health care workers. It specifically focuses on employees responsible for patient care--particularly patient transfers and handling. According to OSHA, improper patient handling is a leading cause of injuries. The U.S. Bureau of Labor Statistics data shows that nursing assistants suffered the most injuries and illnesses related to musculoskeletal disorders of all occupations in 2011, while registered nurses were fifth.

Although raising awareness is an important factor in reducing MSD's, it does not focus on the root causes:

- Lack of physical fitness (particularly muscle imbalance and inflexibility)
- Loss of balance and slow reflexes
- Workplace stress
- Fatigue

Furthermore most workplace health promotion (wellness) programs are focused exclusively on off-the-job lifestyle factors that place workers at risk.

### ***Integration Is Key***

A growing body of science supports the effectiveness of combining these efforts through workplace interventions that integrate health protection and health promotion programs as opposed to compartmentalizing them.

3:1 Corporate HPM Solutions designs integrated programs which produce vital, energetic, productive employees *AND* healthcare and disability cost containment.

Our flagship program Rock Solid@Work™, is an integrated Wellness Solution designed to promote active living, healthy eating and resiliency while reducing musculoskeletal pain and injury.

