

Health Risks and Work Performance

More risks are associated with higher impairment at work

Over two thousand employees responded to both an HRA and productivity questions from the Worker Productivity and Activity Impairment scale (WPAI).*

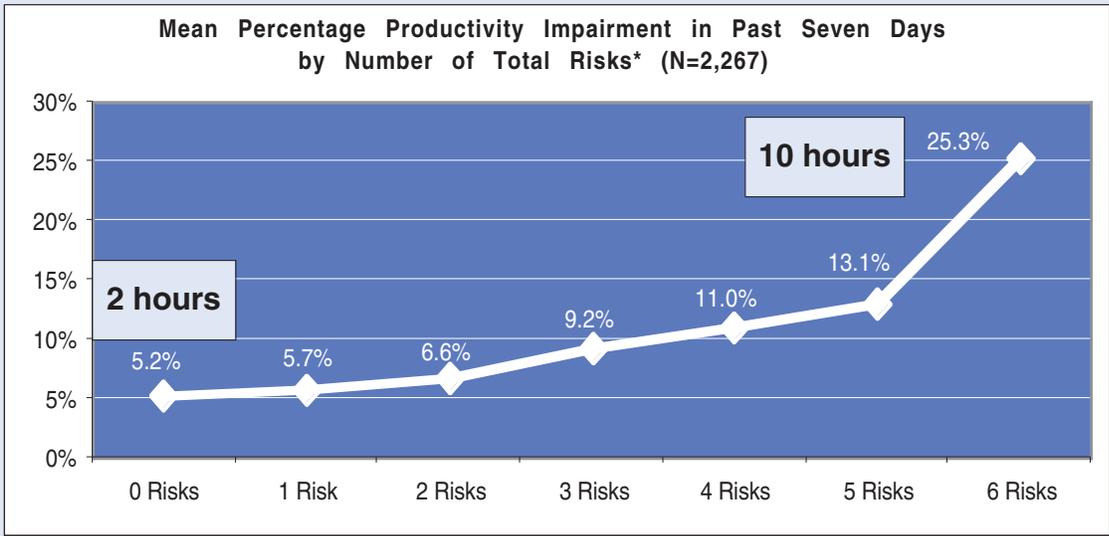
Compared to people at low risk, each of the following risk factors was associated with significantly higher reported levels of productivity impairment (p<.05):

- Poor diet,
- BMI < 18.5 or > 24.9,
- High cholesterol,
- Lack of exercise,
- Stress,
- Lack of emotional fulfillment (depression),
- High blood pressure,
- Diabetes/high blood sugar.

Employees with the greatest number of risk factors reported being impaired a full work day more (8 hours) in the past week compared to those with the fewest risks

High-risk employees reported higher levels of productivity impairment, ranging from 9% (high BMI) to 14% (stress) higher than low-risk employees.

High-risk employees were also more likely to report being impaired. Inactive employees were 2.2 times more likely to report impairment and employees with high stress were 2.7 times more likely to report impairment.



These are preliminary results from a study by Aetna and WellMed, Inc. Expect to see more results at the Health and Productivity Summit in February 2003 at the AJHP National Conference in Washington, D.C. For more information, contact pelletierBL@aetna.com.

WPAI is a tool developed by Reilly Associates. For more information, contact Reilym@adelphia.com.

Risks included: poor diet, BMI < 18.5 or > 24.9, high cholesterol, lack of exercise, stress, lack of emotional fulfillment (depression), high blood pressure, diabetes/high blood sugar, alcohol use, tobacco use, and overdue preventive visits.