

Economic potential at a given lifestyle situation

Select the conditions yourself in the yellow boxes!

Number of employee:	200 employee
Average wage (year):	50000 dollar
The cost for one sickday:	417 dollar
Employee will stay in average:	7 years
Discounting interest:	5% Recommendation 3%
Discounting factor:	5,786
Link between Δ physical work performance and Δ workperformance:	50% (0-100%, recommendation 50%)
Number of sickdays difference between Risk and Healthy:	10 days (8-10 days)
Total cost for wellness program per employee and year:	2800 dollar (suggestion 2.800 dollars per employee and year)
Number of years with employee wellness program:	4 years (suggestion, 4 years)
Percentage of the employee participating in program:	80% Suggestion: 45%-90%

Lifestylemetrics in this analysis (this health status is a typical status for a typical average workplace in Sweden)

Character	%	N	Characterproduct	No of sickdays	Cost for sickdays	Value of productivitypotential
1	5%	10	10	100	\$241 099	\$1 248 555
2	5%	10	20	100	\$241 099	\$938 694
3	25%	50	150	500	\$1 205 494	\$6 242 774
4	2%	4	16	40	\$96 440	\$0
5	20%	40	200	-		\$3 754 778
6	2%	4	24	40	\$96 440	\$0
Riskgroup total	59%	118	420			
7	12%	24	168	0	0	0
8	20%	40	320	0	0	0
9	9%	18	162	0	0	0
Healthy group total	41%	82	650			
Summor:	100%	200	1070		\$1 880 571	\$12 184 800

Lifestylemetrics in general: 5,4

Economic potential: \$14 065 372

Minus the least remaning potential for the project end: \$938 694

Economic potential possible at this lifestyle situation: \$13 126 677

Costs: \$1 792 000

B/C Ratio: 7,3

dollars back on each dollar spent

Lifestyle Metrics 1-9

Only to be used on a group with at least 7-15 individuals.
This "character" should never be given to a specific individual!

R I S K	1 – Acute low level of fitness (Testvalue, $Tv < 28$) + daily smoker	A risk fact- ors
	2 – Dangerous low level of fitness ($Tv = 28 - 34$) + daily smoker	
	3 – Acute low level of fitness ($Tv < 28$)	
	4 – Daily smoker	B risk fact- ors
	5 – Dangerous low level of fitness ($Tv = 28 - 34$)	
	6 – Psychological factors: Tired or perceived illness + ($Tv \geq 35$)	
G O O D	7 – Non acute factors; like bad dietary habits, or some other light health issue etc.	C fact- ors
	8 – Testvalue 35 or better, but low fitness level compared to age. Increased risk for a fitness level below 35 during middle age. Testvalue must be at least 48 at the age of 17-29, age 30-39: $Tv \geq 44$, age 40-49: $Tv \geq 41$, age 50-59: $Tv \geq 37$, age 60-65: $Tv \geq 35$. <small>Reference to Bradshaw 2005 & Ekblom 2007</small>	
	9 – Best possible lifestyle according to this analysis	Goal

Note that many respondents (RP) with character 1-5 often feel tired during the day according to the criteria for character 6. No one with scores 7-9, however, experiencing fatigue during the day. It is the lowest character that counts as risk factors in order of preference. Preference scheme is influenced by what the most rewarding / profitable actions are (at group level) in each situation. To experience ill health (one of the criteria for character 6) is a very serious individual risk factor, perceived ill health, however, are usually combined (> 98% of cases) with smoking and / or poor cardio fitness and therefore has RP in this case has already received a lower character. Responsibility for lifestyle is obviously on the individual to a 100% degree and not on the employers, but the employer has to pay for it anyway! Sick leave, insurance cost, unwanted turnover and lower productivity is the main cost of bad lifestyle habits