

## Program Success Tips

### Know Your Numbers

Being able to recite your lotto or Powerball entry may be a beneficial skill, but in the corporate health scene knowing your numbers is about having a clear understanding of the prevalence and severity of health risks within your business. Whilst this may not help you at your local newsagency it can lead to major gains for your employees and desirable financial returns for your employer.

How? The answer is simple – understanding the type of health risks present and the extent to which they affect your employee's performance enables clear investment decisions on the best behaviour change programs that will achieve outcomes.

Health Risk Appraisals or HRA's are a fantastic option. These validated tools offer a simple, cost effective and highly personalised means of assessing employee health with minimum disruption to work schedules. In addition, there is no better tool that captures and presents valuable aggregated data on the health profile of your employee population.

A quality HRA will also go a step further - and segment data to division, role or location. PLUS the best HRA's quantify the financial impact of identified risks to the business in terms of lost productivity, increased absence or lower job satisfaction. As a result, precious health funding can be appropriately allocated to those risks which present the greatest impact or threat to the business.

Delivered either online or via a paper-based questionnaire HRA's assess multiple health risks (usually between 5 and 15 conditions) and cost under \$30 per person to administer.

