

**Influence of Participation in a Worksite Health Promotion Program on Disability Days.**

Alyssa B. Schultz, Chifung Lu, Tracey E. Barnett, Louis Tze-ching Yen, Timothy McDonald, David Hirschland, Dee W. Edington.

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This study assessed the impact of health-promotion program participation on short-term and long-term disability absence days during a 6-year period in a manufacturing company. Male, hourly, active employees (n = 4189) were analyzed from 1995 to 2000. Disability absences were compared for program participants and non-participants from baseline (1995) through 5 years of the program. The percentage of non-participants absent on any given day was greater than that of participants. Moreover, the average number of disability absence days incurred by non-participants significantly increased from baseline to program year 5 compared with participants. The total amount saved each year in disability absence days for the 2596 program participants was \$623,040, which resulted in a savings-to-cost ratio of 2.3 per year. Participation in worksite health-promotion programs may lead to reduced disability days in a manufacturing worksite population.