

## The Blueprint to Transform Your Employee Health Strategy

### The issue: An ongoing crisis in employee health

Canadian employers are facing significant employee wellness challenges, including a rise in chronic disease and difficulties getting timely and appropriate care. Health-related issues have a serious impact on workplaces, increasing disability claims, absenteeism, and reducing engagement, with an **impact on the Canadian economy of \$122 billion annually in productivity losses.**<sup>1</sup>

To effectively address these issues, it is important to understand where they come from. Medcan has identified the three root causes below that are leading to these challenges.

### The three root causes:

- 1 Chronic disease and undiagnosed health issues**  
Many preventable chronic conditions remain untreated or poorly managed, leading to significant impacts to overall wellbeing and engagement at work.
- 2 Access to timely preventative and primary care**  
Many Canadians lack timely access to healthcare, with **6.5 million without a family physician** and many reporting wait times of **4 to 7 days to see a healthcare professional** for a minor concern.<sup>2,3</sup>
- 3 Healthcare navigation challenges**  
Employees often struggle to receive the care they need due to a complex healthcare system, which can hinder timely treatment.



## The solution: An evidence-based approach to improve workplace health

Effective employee health strategies are more likely to lead to higher productivity, reduced absenteeism, and improved talent attraction and retention – setting your organization up for long-term success. Our whitepaper details four evidence-based strategies to alleviate rising health costs and foster a thriving organization.

Below is a snapshot of the insights you will gain when reading our whitepaper:



- ✓ **Tips on how to select the right healthcare provider**  
When choosing a provider, we recommend looking for one that places importance on innovation and offers physician-led, comprehensive and convenient programs with scheduling flexibility for employees.
- ✓ **A checklist to help you choose the best health solutions**  
We have developed a comprehensive checklist to help you choose the best solutions for your team, including ones that have onsite testing and hands-on support.
- ✓ **How to decide which targeted programs are right for your team**  
Read our recommendations on the benefits of implementing specialized programs based on the health needs of your employee population.
- ✓ **What to consider when looking for primary care solutions**  
Our whitepaper outlines best practices and key elements to consider when looking for primary care solutions, including that they are physician-led and supported by nurse practitioners.

“ Many minor health issues can worsen if not dealt with promptly. Timely medical care enables swift and comprehensive resolution of health issues before they become serious. Early identification of disease coupled with rapid intervention improves the outcomes of conditions like cancer, diabetes, and hypertension. An ounce of prevention really is worth a pound of cure. ”

-Dr. Peter Nord, Medcan's Chief Medical Officer

## Read the whitepaper

**The blueprint to transform your employee health strategy**

Chronic conditions can pose a serious challenge for organizations," says Dr. Aisha Khatib, a Medical Consultant for Medcan. Because they can affect an employee's work output through an increased number of absences, poorer job performance, reduced productivity, and strained workplace dynamics."

**Mental health matters**

With mental health being a leading cause of disability and drug claims, it is imperative to recognize the connection between physical and mental wellbeing. Identifying all sources of issues for employee health as early as possible can prevent complications and development of comorbidities."

**MEDCAN**  
Live well, for life.

Your time enjoying a better quality of life is extended.

Increasing the possibility of a longer life.

Age

## Get the roadmap to a healthier, more engaged workforce

For employers seeking to revamp their employee wellness strategies, our whitepaper provides a blueprint for a healthier, more engaged workforce – with insights from some of Canada's leading medical professionals.

**Download now** to learn more about  
how to transform your employee health strategy.

<sup>1</sup> Public Health Agency of Canada. Evaluation of the Healthy Living and Chronic Disease Prevention – Multi-Sectoral Partnerships (MSP) Program 2014-15 to 2018-19. March 2020. | <https://www.canada.ca/en/public-health/corporate/transparency/corporate-management-reporting/evaluation/healthy-living-chronic-disease-prevention-multi-sectoral-partnerships-program-2014-2019.html#a3.0>

<sup>2</sup> Our Care. Online survey online from September 20th to October 25th, 2022 based on results from 9,000 Canadians. <https://data.ourcare.ca/allquestions>

<sup>3</sup> Staff. 82% of Canadian workers think employers should provide virtual health-care services for employees: survey. Benefits Canada. Jan. 14, 2022. | <https://www.benefitscanada.com/benefits/health-benefits/82-of-canadian-workers-think-employers-should-provide-virtual-health-care-services-for-employees-survey/>