

Health & Benefits Perspective

Thought-provoking insights on health and benefits issues facing companies



Worksite clinics: An old concept gets a new lease in the battle to control health care cost and improve workforce productivity

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The term “company doc” conjures an image of a lone physician providing care to workers in industrial America. Worksite clinics were considered a necessity in factories, mines, logging camps and other locations where the risk of injury was high and, in some cases, the worksites were remote. Some clinics were expanded to provide pre-employment physicals, screenings and stop-gap treatment of routine illnesses. But, by the 1980s, the prevalence of these clinics declined rapidly due to increases in the number and availability of health care providers and hospitals, employee unease about employers having access to personal medical information, liability concerns and corporate cost-cutting efforts.

During the past five years, we have witnessed a resurgence of employer-sponsored worksite clinics. Employers have been aggressively searching for new solutions to control health care costs and improve workforce productivity. Having a healthy, present and highly functioning workforce has become key to surviving increased competition in a global economy.

This *Perspective* examines the factors contributing to the growth of these on-site clinics, considerations for implementing this strategy and ways to strengthen overall return on investment through integration with other health-related programs.

