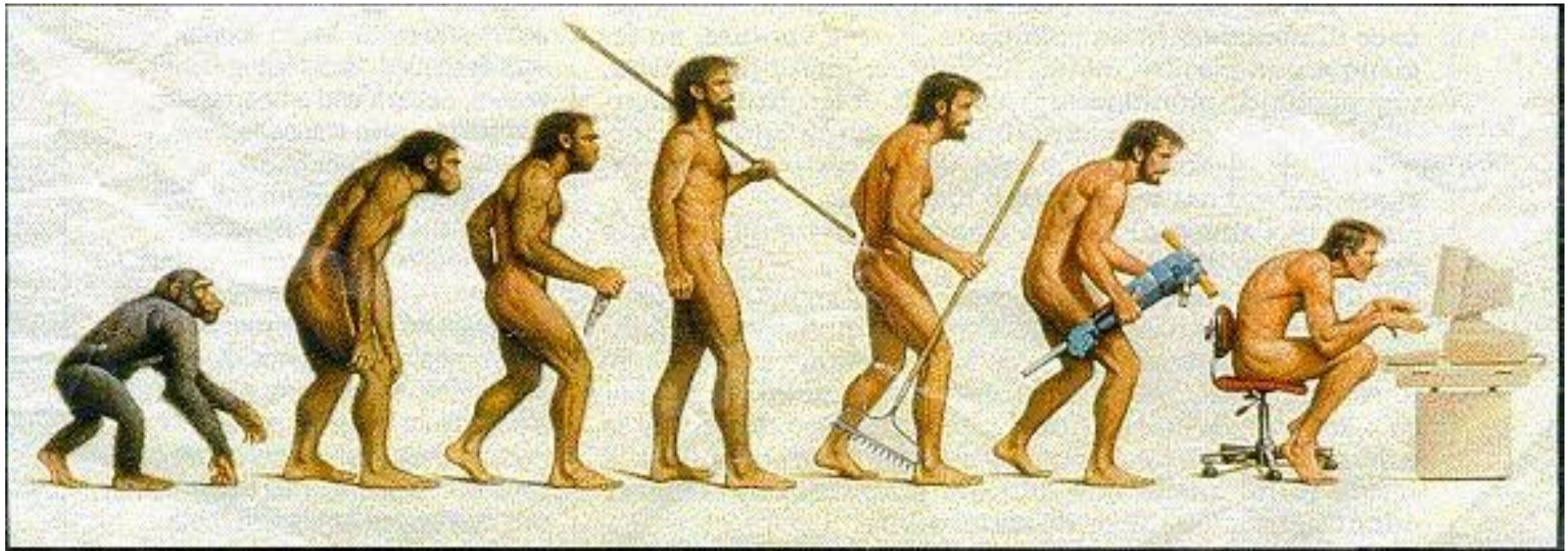


Work to health and health to work

John Griffiths

WORK²HEALTH



Somewhere, something went terribly wrong

The emerging evidence base

- Cost of work related ill – health
- Cost of unhealthy lifestyles
- Impact of work related stress

The cost of work related ill-health

- Sickness absence costs the UK around £11 billion each year
- Each week approximately 500 workers leave the workforce permanently as a result of work related illness or injury

The cost of work related ill-health

- Long term sickness absence costs UK businesses around £3.8 billion per annum
- Represents only 5% of absence cases, but accounts for 33% of working days lost due to sickness.
(CBI 2004 statistics)

The cost of work related ill-health

- Long term sickness absence costs UK businesses around £3.8 billion per annum
- Represents only 5% of absence cases, but accounts for 33% of working days lost due to sickness.
(CBI 2004 statistics)

The cost of work related ill-health

- An assessment of overall costs, both direct and indirect, and of illnesses and accidents related to work has been found to be between 2.6 and 3.8% of the gross national product of the 15 European Union countries, i.e. total costs of between €185 and €270 billion

(The European Agency for Safety and Health at Work)

The cost of unhealthy lifestyles

Tobacco

- Smokers have more time off than non-smokers (male short term absence 46% higher, long term absence 81% higher. Female absence 9% and 37% higher)
- Overall smoking may account for up to 20% of an employers sickness absence
- Smoking related sickness absence falls once a person has quit smoking

The cost of unhealthy lifestyles

Alcohol and drugs

- Drugscope estimate that 1 in 4 people who seek help for a drug problem are in employment and 3 in 4 who seek help for alcohol dependence are also in employment
- Chartered Institute for Professional Development estimate that 1 in 10 employees in a typical workforce has a drug or alcohol problem

The cost of unhealthy lifestyles

Alcohol and drugs

- HSE indicate that 14 million working days are lost each year in the UK as a result of alcohol related problems at a cost of £3 billion per year – hangovers £53 million in sickness absence

What is stress?



"STRESS"

THE CONFUSION CREATED WHEN
ONE'S MIND OVERRIDES THE
BODY'S BASIC DESIRE TO CHOKE
THE LIVING DAYLIGHTS OUT OF
SOMEBODY WHO DESPERATELY
NEEDS IT !

The impact of work related stress

Stress and the workplace

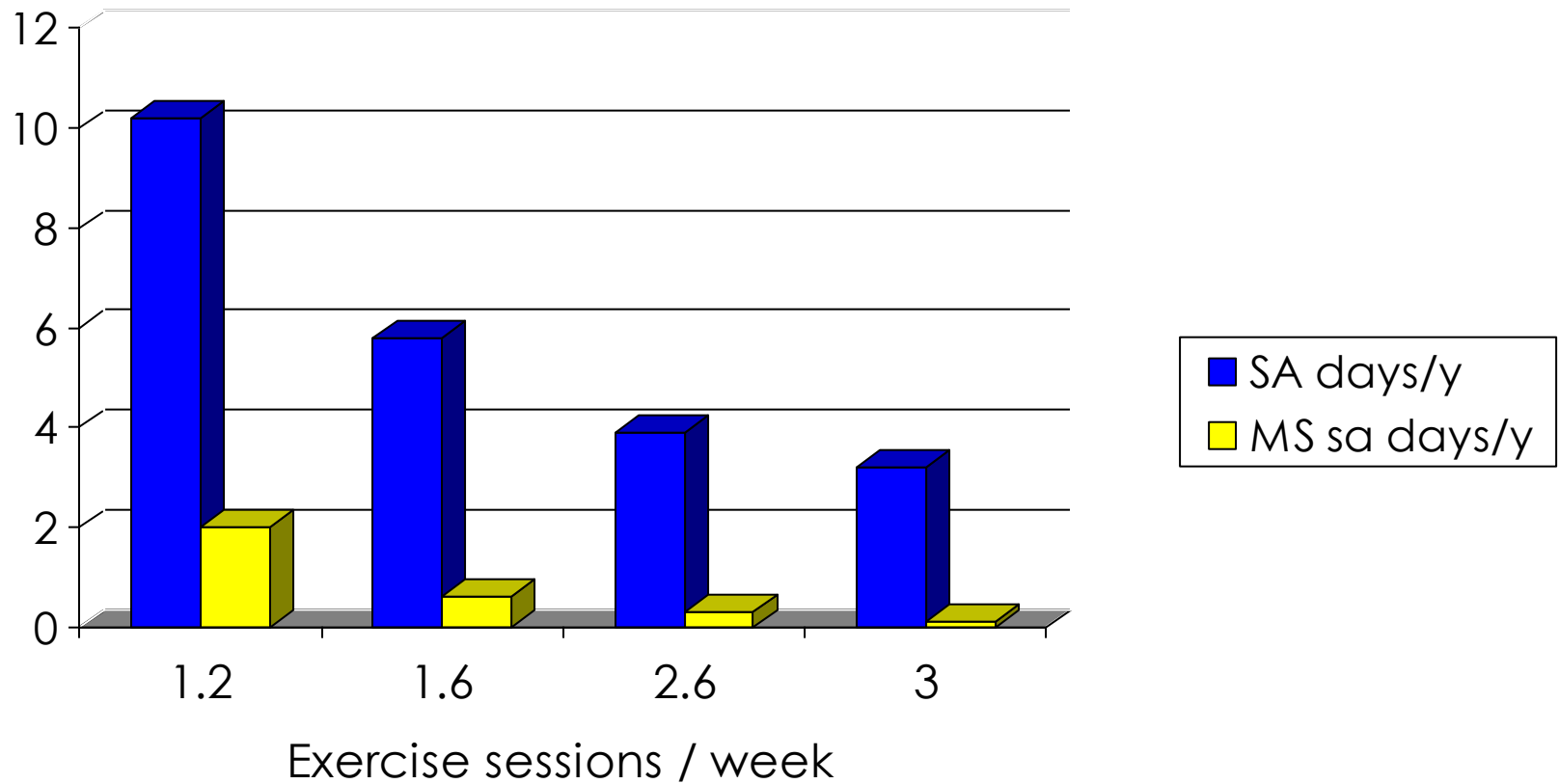
- HSE(2001) states that 'stress-related illness is responsible for the loss of 6.5 million working days each year, costing the country as a whole £3.7 billion pounds.
- An estimated half a million people (2.5% of the workforce) in Britain are suffering from work-related stress, anxiety or depression at levels that make them ill.

The impact of work related stress

The impact on organisations is huge:

- Effects of sickness absence on other members of team
- Low employee morale
- Feelings of not being valued and the employer doesn't care
- Increase in accidents and mistakes

The benefits of exercise



The benefits of smoking cessation

- Reduced risk of tobacco related disease
- Decrease in time away from work to smoke
- Reduced sickness absence

- Productivity increases

The benefits of weight management programmes

- Reductions in number of people becoming obese and chronically obese
- Reduced risk of development of related diseases e.g. Type 2 Diabetes, hypertension etc
- Improvements in sickness absence rates

The benefits of WHP

- “Health promotion has made tremendous progress over the past 2 decades in documenting its financial value ...
- The returns from well-designed comprehensive programs may be at least \$3 to \$8 per dollar invested within 5 years following initiation.
- Additionally, health programs are popular with employees and improve their health and quality of life - which benefits the employee, the sponsoring employer, and the nation”

(Anderson, Serxner & Gold 2001)

The benefits of WHP

In a meta analysis of 32 evaluation studies of the financial return of WHP initiatives –

- 28 had a positive outcome
- Mean ROI was 1 : 3.48

The benefits of WHP

- A number of N. American studies have indicated a ROI in the range of 1 : 3 to 1 : 8
- London Underground has seen a ROI of 1 : 8 following a stress programme
- The specialist back rehabilitation programme at Royal Mail Group has seen an ROI of 1 : 2

The alternative view

The need to

- Focus on attendance and performance rather than illness and absence
- Enable employees to develop even more positive attitudes and behaviours towards work
- Develop organisational practices that are conducive to health

UK WHP Programme Development

Key action areas:

- Return to work and rehabilitation
- Reductions in MSD rates especially back pain
- Mental health promotion
- Workplace Health Connect
- OH mapping

WHP Programme Development in Wales

Health at Work: The Corporate Standard

- Wales wide accreditation scheme
- 100+ organisations participating
- 200 000 employees (25% of total workforce in Wales)

Wales WHP Programme Development

Core components:

- Organisational support
- Communication
- Employee involvement
- Policies and policy development
- Health and safety
- Monitoring, assessment and review

Wales WHP Programme Development

- Tobacco
- Mental health promotion
- Musculoskeletal disorders
- Alcohol and substance misuse
- Nutrition
- Physical activity
- General health
- Workplace risks
- Occupational health
- Transport
- CSR

IHMQ

- Awareness raising articles in professional journals (April / June 2008)
- Recruitment of pilot organisations (April – July 2008)
- Development of Models of Good Practice
- Recruitment of organisations (2008 - 9)
- Launch of England Network (2009)

Contact



john@work2health.org.uk