

**The business case for
workplace health and wellbeing**



A workplace health and wellbeing program can boost the productivity of an organisation. It can also support workers to make healthy lifestyle choices so that they enjoy life at work and at home.

THE BENEFITS OF INVESTING

A healthy worker is motivated, productive and less at risk from diseases like type 2 diabetes, heart disease and some types of cancer.

- » A Medibank Private study concluded that healthy workers are almost *three times more productive* than unhealthy workers.¹
- » Research indicates that the greater the number of lifestyle risk factors (for example excess weight and obesity, physical inactivity, alcohol and smoking) per worker, the greater the negative impact on productivity.⁶
- » A PricewaterhouseCoopers report found that organisations involved in health and wellbeing programs report a *50% reduction in injury rates and claims*.⁷
- » Studies around the world show that organisations that promote health and well being have *improved reputations and staff retention rates*.

THE COSTS OF NOT INVESTING IN WORKPLACE HEALTH

Smoking, drinking too much alcohol, unhealthy eating and physical inactivity contribute to time away from work. Poor morale and stress also impact negatively on the bottom line.

A 2005 study found that unhealthy workers take

**9 x
more sick
days/year**

than healthy workers.¹

A 2011 study found that

**6.5
working days**

of productivity are lost per worker every year as a result of workers coming to work sick or injured.³

UK research showed that smokers could cost their employer

**1 HOUR
OF LOST PRODUCTIVITY**

every day due to time taken to smoke while at work.²



A 2010 study found that loss of productivity due to obesity is estimated to cost

\$6.4b

a year in Australia.⁴

A 2008 study found that

**3 working
days**

are lost per worker every year as a result of workplace stress.⁵

THE BOTTOM LINE

Let's look at how all of this adds up.

A business with 50 workers has an annual sick leave rate of 8.5 days per worker. The average daily wage is \$200 for an eight-hour shift.

Total number of workers	50
Sick days in the last 12 months (50 x 8.5)	425
Total cost of sick leave (\$200 x 425)	\$85,000
<i>A successful workplace health and wellbeing program could reduce sick leave by an average of 30 - 40%.⁷</i>	
Reduction in sick leave	30%
Total savings	\$25,500

Adapted from Workcover Tasmania (2012), *Your Simple Guide to Workplace Health and Wellbeing*



THE VERDICT

Within a few months	Within 1 - 2 years	Within 3 - 5 years
↑ worker morale and engagement	↑ individual work performance and productivity	↓ workplace injuries and associated expenses
↑ team cohesion	↑ attraction and retention of employees	↓ absenteeism and sick leave
	↑ improved corporate and recruitment image	↓ incidence of attending work when sick
	↑ individual health knowledge	↑ improved relations among workers and with management
	↑ job satisfaction	↑ return on training and development investment

Adapted from Workcover Tasmania (2012), *Your Simple Guide to Workplace Health and Wellbeing*

With these benefits, can you afford not to invest in workplace health and wellbeing?



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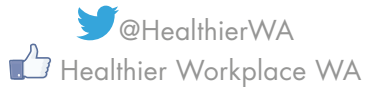


FOR HELP IN BUILDING A BUSINESS CASE

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