

KEEPING EMPLOYEES HEALTHY

Cherry Jones
Assistant Director of Public Health

KEEPING EMPLOYEES HEALTHY

- Keeping people well and in work has obvious benefits:
 - protection against financial hardship,
 - promoting a better quality of life
 - allowing people to make the most of their potential.
- Conversely, being out of work can:
 - exacerbate physical health problems
 - exacerbate mental health problems
 - increase the chance of social exclusion.
- Employers, communities and the taxpayer all bear the costs of working-age ill-health which is estimated to run to around £100 billion every year.

KEEPING EMPLOYEES HEALTHY

- The annual economic costs of sickness absence and worklessness associated with working age ill-health is estimated at **over £100 billion** (Working for a healthier tomorrow 2008).
- The average cost of absence per employee in the UK is estimated at **£692** per year and on average there are **7.4 days** lost per employee per year to sickness absence (CIPD 2009).

The Cost of ill Health

What is the total cost of sickness absence to UK plc (direct and indirect costs)?

- a) £5 billion
- b) £15 billion
- c) £20 billion

The Cost of ill Health

What is the cost of physical inactivity in terms of the direct costs of treating related diseases and the indirect costs caused through sickness absence?

- a) £8.2 billion
- b) £5.7 billion
- c) £2.6 million

The Cost of ill Health

How many days were lost in England and Wales through sickness in 2007?

- a) £34 million
- b) £134 million
- c) £172 million

The Cost of ill Health

What is the most commonly reported cause of long-term absence amongst non-manual workers?

- a) Muscular Skeletal problems
- b) Stress
- c) Cold/flu

The Cost of ill Health

What is the cost of alcohol misuse amongst employees in England in lost productivity through increased absenteeism, unemployment and premature death?

- a) £66.6 million
- b) £6.4 billion
- c) £2.5 billion

The importance of physical activity

- Adults – recommended level of physical activity (Chief Medical Officer)
 - 30 minutes a day
 - on 5 or more days a week
 - at least 3 of these sessions of structured sport, exercise or active recreation
 - at least 2 ‘lifestyle’ activities e.g. brisk walking.
- Only 22.5% of adults in Swindon achieve this level

The importance of physical activity

■ Benefits

- Reduction in risk of heart disease, obesity, depression, hypertension
- Reduced risk of developing strokes and type 2 diabetes by up to 50% and the risk of premature death by about 20 – 30%
- Improved health and mental well being
- A reduction in harmful emissions – walking and cycling rather than car.
- A progressive economy through a healthier workforce

KEEPING EMPLOYEES HEALTHY

- A healthy workforce is a happier, more productive workforce
- Promoting healthy lifestyles
 - Physical activity
 - Smokefree
 - Healthy eating
 - Mental wellbeing
 - Sensible drinking
- Workplace well being tool -
<http://www.workingforhealth.gov.uk/Initiatives/business-healthcheck-tool/Default.aspx>