

Good Health is Good for Business

How healthy is your workplace?

Within Australia, we are only just beginning to recognise the impact that a “sick workforce” can have on employers and employees. A study conducted by Morgan and Banks found that sick leave was costing Australian businesses \$2.56 billion a year and that 2.7% of the Australian workforce was absent on unapproved leave on an average day.

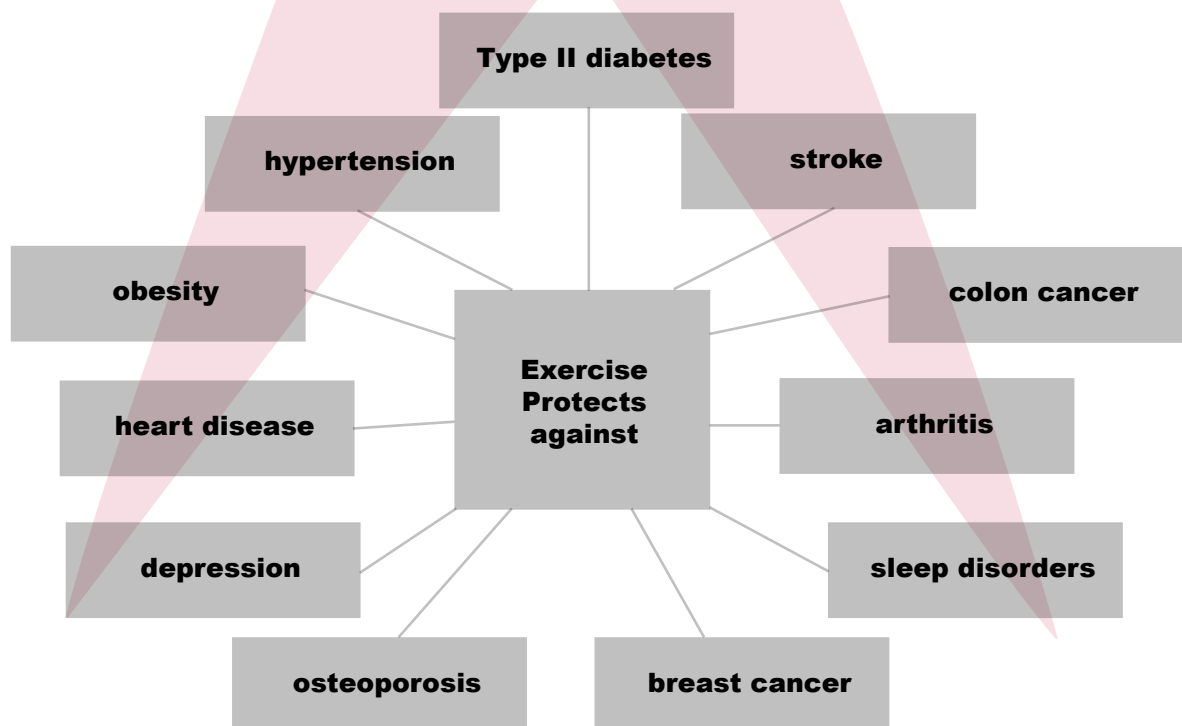
Recent research by Direct Health Solutions into employee absence in Australia reveals the following:

- Australians are taking over 80 million sick leave days per annum!
- The average direct salary cost of sickness absence in Australia is over \$2,000 per employee per annum.
- The cost of absenteeism has risen over 25% since 2000.
- 85% of organisations are experiencing an increase in sick leave.
- Over 60% of organisations do not know and measure the cause and cost of absence.

Absenteeism is preventable

The causes that lead to employee absenteeism, presenteeism, losses of productivity, low morale and job dissatisfaction can be prevented through better lifestyle patterns. Health researchers have highlighted the fact that physical activity can play a part as a preventative factor in seven of the ten health issues identified by Direct Health Solutions in their 2006 survey of reasons for absenteeism.

Today, research relating to the health benefits of regular moderate exercise and the health dangers of sedentary living, is following the same critical path as did past research relating to smoking. Hardly a month passes without publication of yet another study documenting exercise’s protective effects on an ever-widening spectrum of chronic illnesses and conditions.



What is sickness prevention?

Sickness prevention is applying the necessary processes or patterns in our daily lives to empower people to gain greater control over decisions and subsequent actions affecting their health and wellbeing.

Sickness prevention covers measures not only to prevent the occurrence of disease, such as risk factor reduction, but also to arrest its progress and reduce its consequences. Programs that emphasize PREVENTION, early DETECTION and early TREATMENT, reduce the impact of many preventable diseases and injuries that lead to absenteeism in the workplace.

For over a decade, research has been showing the effectiveness of Employee Wellness Programs in reducing employee absenteeism and injury in the workplace. For every dollar spent on a Corporate Wellness Program, the returns have been cost savings of between \$2.30 and \$10.10 in the areas of decreased absenteeism, fewer sick days, reduced Work cover claims and improvements to employee performance and productivity.

Wellness programs can also help alleviate depression and help employees manage their time and stress levels better, all of which are contributing factors to missed workdays. Additionally, a healthy organisation increases employee morale, improves the ability to attract and retain key people, all while having more alert and productive employees.

Corporate Wellness Programs translate into fewer injuries, less human error, and a more harmonious working environment. They also let the employee know that the organisation is concerned about their general health and well-being.

What Sickness Prevention Programs Have You Got In Place?

Join us in a partnership to build a healthy workforce for your company, prevention really is better than cure. Contact us today!

Performance Body Works
T 02 9398 5686
M 0423 844 014
E michael@pbworks.com.au
www.pbworks.com.au

