



Health & Productivity at Work

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Cost of absenteeism

**\$36.4 Billion* per year in
absenteeism costs due to the
following health conditions:**

- Current smoking
- Physical inactivity
- Obesity
- Hypertension
- Diabetes

*CDC – Preventing chronic disease journal

Cost of presenteeism

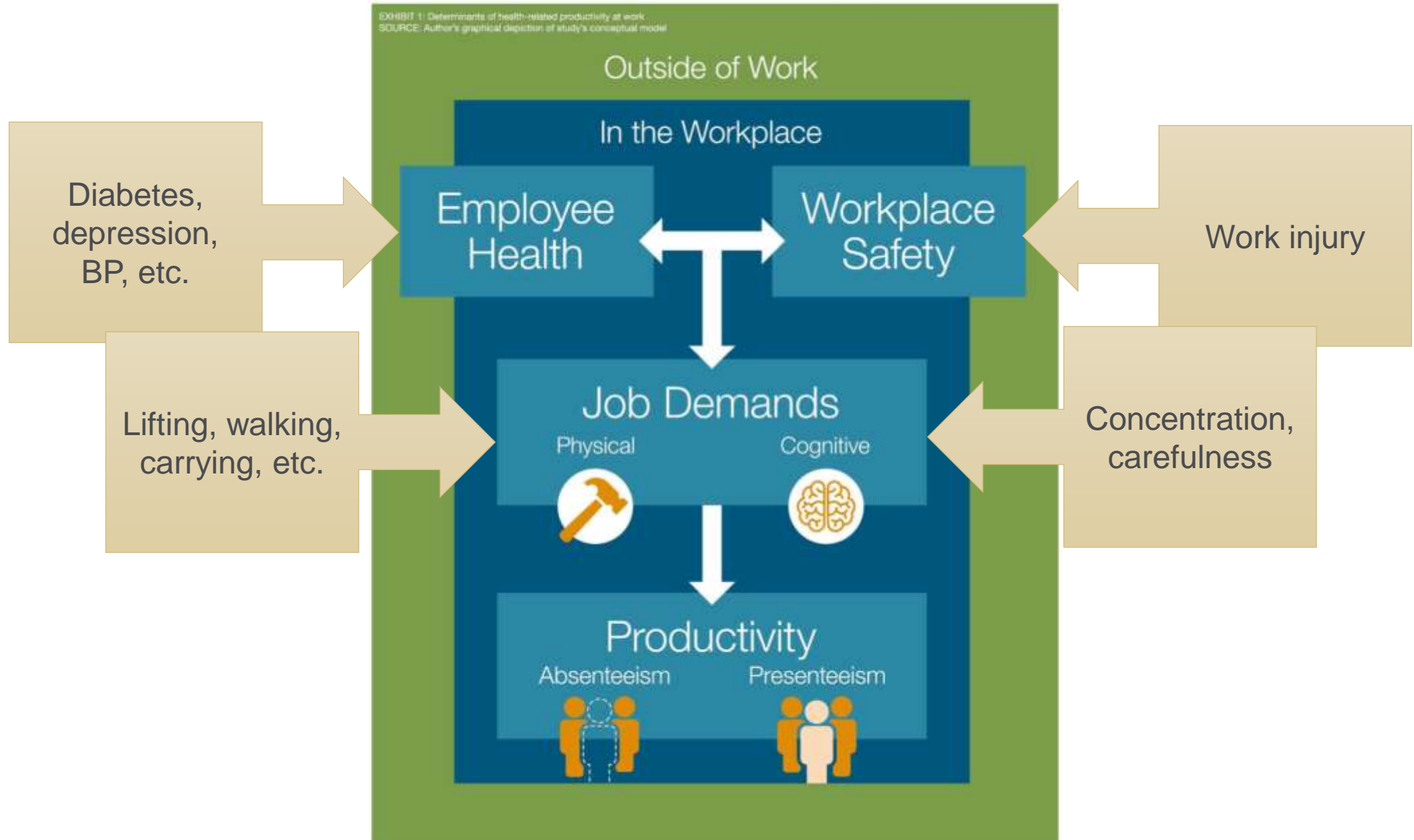
Employees reported being
unproductive 57.5 days per year
whereas they reported being
absent 4 days per year.*

**61% of lost
productivity
costs.****

**Global Corporate Challenge*

***Journal of Occupational &
Environmental Medicine*

EXHIBIT 1: Determinants of health-related productivity at work
SOURCE: Author's graphical depiction of study's conceptual model





Colorado study

Sample

>16,000 employees, representing

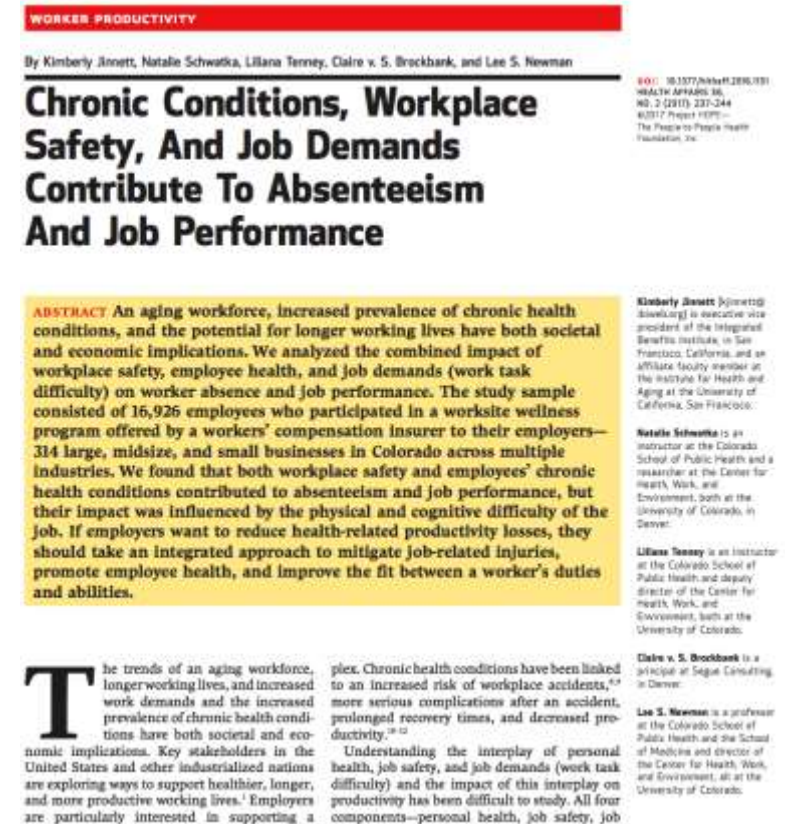
>300 employers

From multiple industries and occupations

Data

Health risk assessments

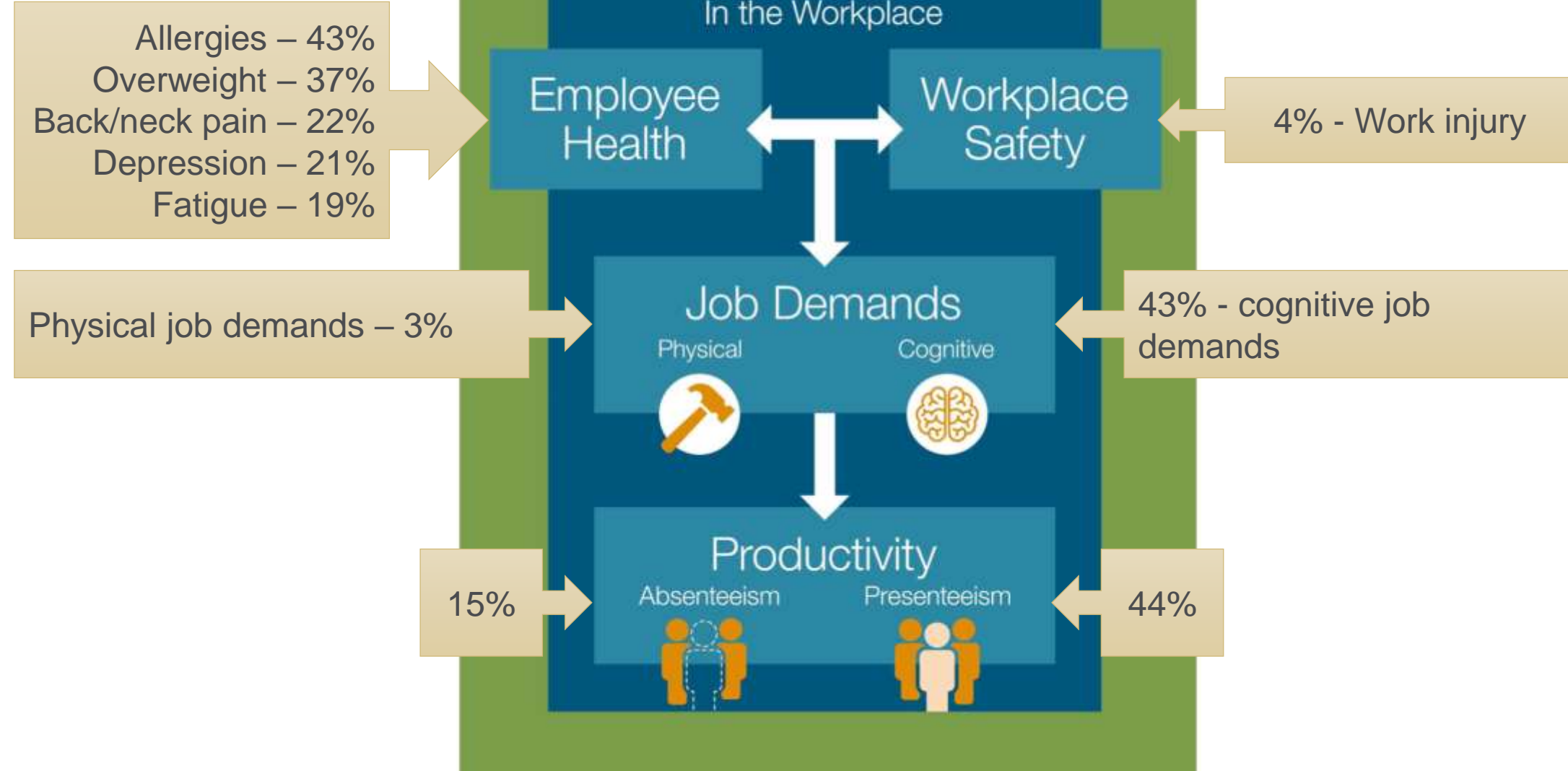
Workers' compensation claims data



<http://content.healthaffairs.org/content/36/2/237.full>



Results





Results: Drivers of health- related lost productivity





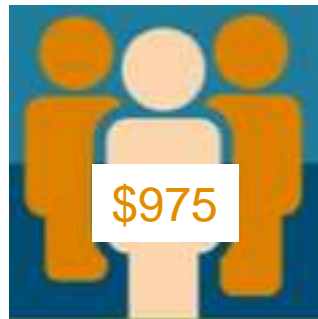
Results:

Greatest expected cost of lost productivity



Absenteeism cost - per person, per year

- Chronic health conditions
- Work injury
- Physical job demands



Presenteeism cost - per person, per year

- Chronic health conditions
- Work injury
- Cognitive & physical job demands



Results:

Expected annual cost of lost productivity



# of employees	Lost Productivity \$
50 employees	\$5,561
100 employees	\$11,121
250 employees	\$27,803
500 employees	\$55,605
1000 employee	\$111,510
5000 employees	\$556,050

Prevention in the workplace

- ✓ Facilitate employee health and wellness

- ✓ Address and prevent chronic health conditions via...
 - ✓ Benefits programs
 - ✓ EAPs
 - ✓ Health screenings



Prevention in the workplace

✓ Prevent work-related injuries

- ✓ Written safety programs
- ✓ Hierarchy of controls
- ✓ Ergonomics programs
- ✓ Safety culture / leadership



Prevention in the workplace

✓ Fit the job to the worker, *not* the worker to the job

✓ Assess job – worker fit immediately **upon hire**

✓ Reassess job – worker fit immediately **after injury**



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