

# 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

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## 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

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## Colorado study

### Sample

>16,000 employees, representing

>300 employers

From multiple industries and occupations

### Data

Health risk assessments

Workers' compensation claims data

#### WORKER PRODUCTIVITY

By Kimberly Annett, Natalie Schwatka, Lillana Tenney, Claire v. S. Brockbank, and Lee S. Newman

Chronic Conditions, Workplace Safety, And Job Demands Contribute To Absenteeism And Job Performance

ABSTRACT An aging workforce, increased prevalence of chronic health conditions, and the potential for longer working lives have both societal and economic implications. We analyzed the combined impact of workplace safety, employee health, and job demands (work task difficulty) on worker absence and job performance. The study sample consisted of 16,926 employees who participated in a worksite wellness program offered by a workers' compensation insurer to their employers— 314 large, midsize, and small businesses in Colorado across multiple industries. We found that both workplace safety and employees' chronic health conditions contributed to absenteeism and job performance, but their impact was influenced by the physical and cognitive difficulty of the job. If employers want to reduce health-related productivity losses, they should take an integrated approach to mitigate job-related injuries, promote employee health, and improve the fit between a worker's duties and abilities.

> he trends of an aging workforce, longerworkinglives, and increased work demands and the increased prevalence of chrunic bealth conditions have both societal and ecoductivity.<sup>19</sup>

nomic implications. Key stakeholders in the United States and other industrialized nations are exploring ways to support healthier, longer, and more productive working lives.<sup>1</sup> Employers are particularly interested in supporting a components—personal health, job safety, job

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







Results:

### Drivers of healthrelated lost productivity



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# 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

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# Results: Expected annual cost of lost productivity

	# of employe
	50 employee
	100 employe
	250 employe
	500 employe
	1000 employ
	5000 omploy

# 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

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## Prevention in the workplace

### Facilitate employee health and wellness

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



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## Prevention in the workplace

### ✓ Prevent work-related injuries

✓ Written safety programs

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



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## 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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