

The business case

Can you afford not to invest?



Having 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 can enjoy life at work and at home.

97%

of top performing Australian organisations have implemented health and wellbeing initiatives during the last 12 months.¹

73%

of senior managers and human resources personnel in Western Australian organisations believe they are responsible for the promotion of health and wellbeing.²

THE COST OF NOT INVESTING IN WORKPLACE HEALTH

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

Organisations that *don't* promote health and wellbeing are

4 x more likely to lose talented staff

in the next 12 months.¹

Unhealthy workers take

9 x more sick days/year

than healthy workers.³

On average, a smoker will cost their employer

30 DAYS

OF LOST PRODUCTIVITY every year, due to time taken to smoke while at work.⁴

On average,

6 working days

of productivity are lost per worker every year as a result of workers coming to work sick or injured.⁴

Loss of productivity due to obesity is estimated to cost

\$6.4b

a year in Australia.⁴

On average,

3 working days

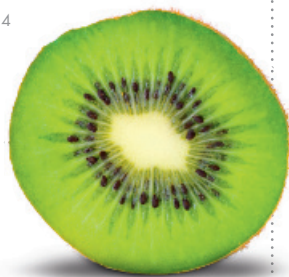
are lost per worker every year as a result of workplace stress.⁴

THE BENEFITS OF INVESTING

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

The figures

- » Healthy workers are almost *three times more productive* than unhealthy workers.³
- » Workers who work in organisations that promote health and wellbeing are *three times more likely to identify their workplace as a high or above average performer.*⁵
- » An ongoing health and wellbeing program can *reduce worker lifestyle risk factors by up to 56%.*⁶ The greater the number of lifestyle risk factors per worker, the greater the negative impact on productivity.⁷
- » The average *reported reduction in injury rates and claims by organisations* involved in health and wellbeing programs is 50%.⁴



GET IN TOUCH

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THE BOTTOM LINE

For every dollar invested in workplace health and wellbeing programs, there is a return on investment of between \$3 and \$6.⁸ Let's look at an example:

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%</i>	
Reduction in sick leave	30%
Total savings	\$25,500

THE VERDICT

Within a few months	Within 1 - 2 years	Within 3 - 5 years
Increased worker moral & engagement	Increased individual work performance & productivity	Decreased workplace injuries & associated expenses
Increased team cohesion	Increased attraction & retention of workers	Decreased absenteeism & sick leave
	Improved corporate & recruitment image	Decreased incidence of attending work when sick
	Increased individual health knowledge	Increased return on training & development investment
	Increased job satisfaction	

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