



# Corporate Wellness

# Your Presenters



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  - Live Life 2 The Max!



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# Agenda

- Background to S & W in the workplace
- About WH&S Legislation
- What is corporate unwellness?
- 7 Learning Outcomes
- Looking at S & W solutions
- Return on Investment
- Case Study shows benefits



# Background to Session

## Increase in:

- Psychological injuries
- Work pressures
- Workplace injuries
- Absenteeism
- Disengaged staff
- Increased costs of all of the above
- Lack of self-responsibility for safety



# WH&S Legislation

Meet your risk management requirements

- Risk Management Systems
- Safety Management Systems

- Do you need a WHSO?



# Risk & Safety Management

## Basic Risk Management System

- Meets Legislative Requirements
- Identify
- Assess
- Develop Controls
- Implement controls in order of risk
- Review

## Basic Safety Management System

- Overarching policy
- Responsibility & Accountability
- Purchasing goods & Services
- Consultation
- Risk management
- Provision of information & instruction
- Training
- Incident report & investigating
- Emergency response
- Audit, monitor, review & improve



# 7 Learning Outcomes

1. \$7 Billion – where does it go? Absenteeism...
2. What is corporate wellness?
3. What are the 7 Dimensions of Wellness?
4. About wellness programmes? What's missing?
5. Case examples
6. Is there a budget case for prevention and promotion of wellness?
7. Prevention saves \$\$\$\$\$\$\$



# 1. Total Costs to Australia

- Cost to Australia: **\$34 Billion (NOSHC 2005)**
- **\$9.2 Billion** Psychological injury
- **\$45 Billion** indirect cost (Business pays for downtime, retraining, rehire, lost productivity)
- **About 1/3 of total claim costs**
- \$109,000 Psychological injury claim V's \$15,000 non-stress claim.
- Bullying major component of psychological injury and stress claims.



Figures obtained from: Comcare 2004 - 2005



# 1. Total Costs to Queensland

- Cost to Qld industry in 2005: **\$2.120 Billion**
- **\$31.9 Million** Psychological injury (Workcover)
- **\$159.5 M – 255.2 M.** indirect cost (Business pays for downtime, retraining, rehire, lost productivity)
- **Psychological injury 3<sup>rd</sup> most expensive**
- Staff turnover costs **2-3 times the person's annual salary.**

Figures obtained from: WorkCover Qld 2005



# Where does the money go?

- Qld \$2.12b 2005
- High absenteeism
- High staff turnover
- Low personal productivity
- High workplace injuries
- \$133M Sprains & Strains
- \$49M Fractures
- \$32M Psychological injuries
- Direct + Indirect Costs = \$1B



## 2. What is Corporate Wellness?

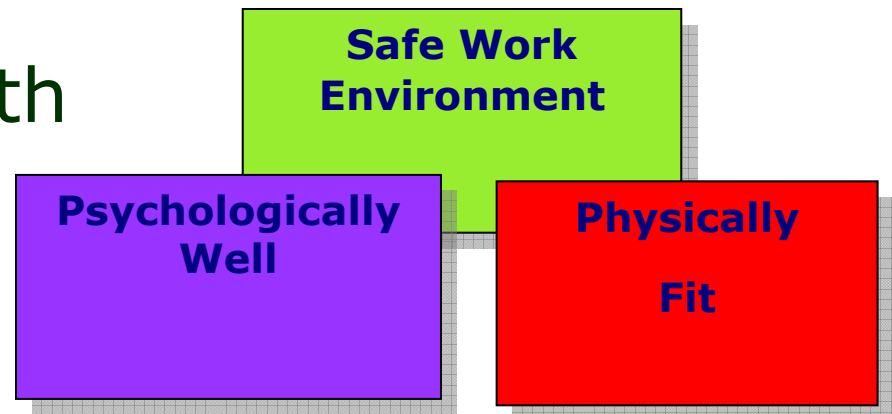
- High attendance
- High staff retention
- High trust
- High personal productivity
- Pride in the organisation
- Clarity of vision
- Respect for employees
- High profit



# Connect: Prevention & Results

## The 3 cornerstones of Wellness

- Safety
- Psychological Health and Well-being
- Physical Health



# 7 Dimensions of Wellness

6 Dimensions researched by Dr. Bill Hettler, 1976.

- Social contribution / link with nature
- Occupational – work and attitude
- Spiritual – meaning of life
- Physical – fitness, health
- Intellectual – creativity, mental activities
- Emotional – awareness of emotions and self-regulation of emotions



# 4. Wellness Programmes?

- Gym Memberships
- Massage
- Pilates
- Tai Chi
- Nutrition
- Personal Trainers
- Health Screening



To help him cope with what was certain to be a tension-filled meeting, Dwight wore his new battery operated massage shirt.

# 5. Successful Case Examples

## Motorola

- Integrated approach
- Support programmes disease mgmt
- Health risk screenings
- Back care, shift work and stress mgmt

## Pfizer

- Integrated approach
- Health risk mgmt
- Employee assistance programme
- Ergonomics, physical therapy & disability programme
- Evaluation and improvement programme



# 6. Budget Case or ROI

- Motorola: US\$1 = \$3.93 saved
- Chrysler: US\$16 month per person
- Pfizer: US\$1 = \$3.80 saved
- Comalco: \$1 = \$2 to \$3 saved
- AT&T: \$1 = \$4 saved

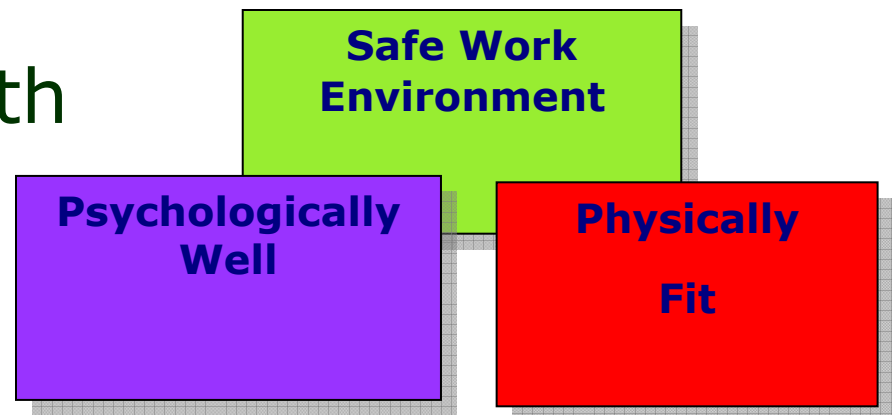




# 7. Connect: Prevention & Results

## The 3 cornerstones of Wellness

- Safety
- Psychological Health and Well-being
- Physical Health



# Safety

True corporate wellness requires:

1. A safe work environment with people who are internally motivated to protect their own safety and wellbeing.
2. A systematic approach to risk management and safety management



# Psychological Well-being

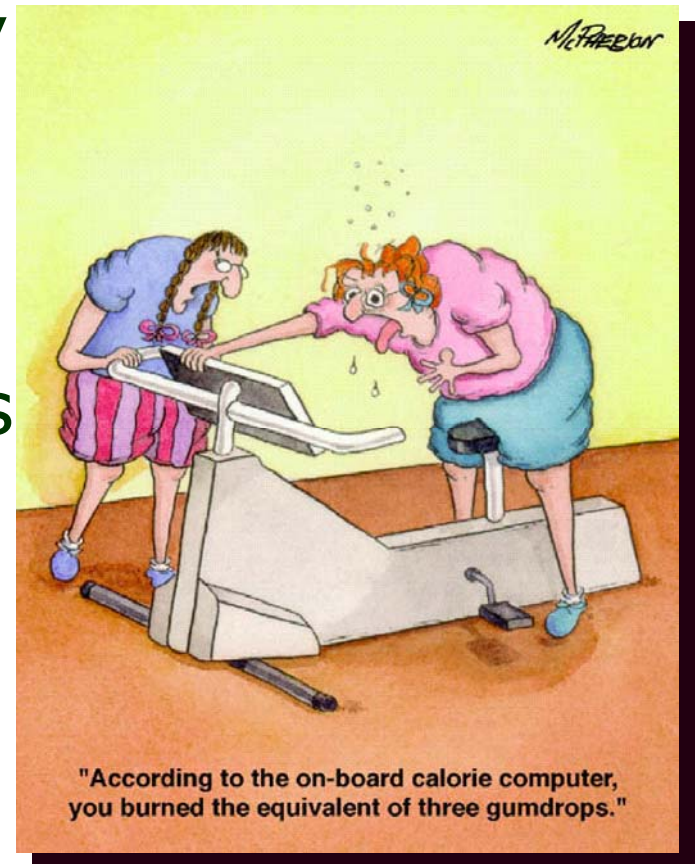
2. People who are mentally well and psychologically able to deal with the increasing pressures of work and stress.



# Physical Health

## 3. People who are physically fit.

Physical fitness reduces the risk of all types of physical injury, and gives people more energy.



# A Great Safety & Wellness Programme has...

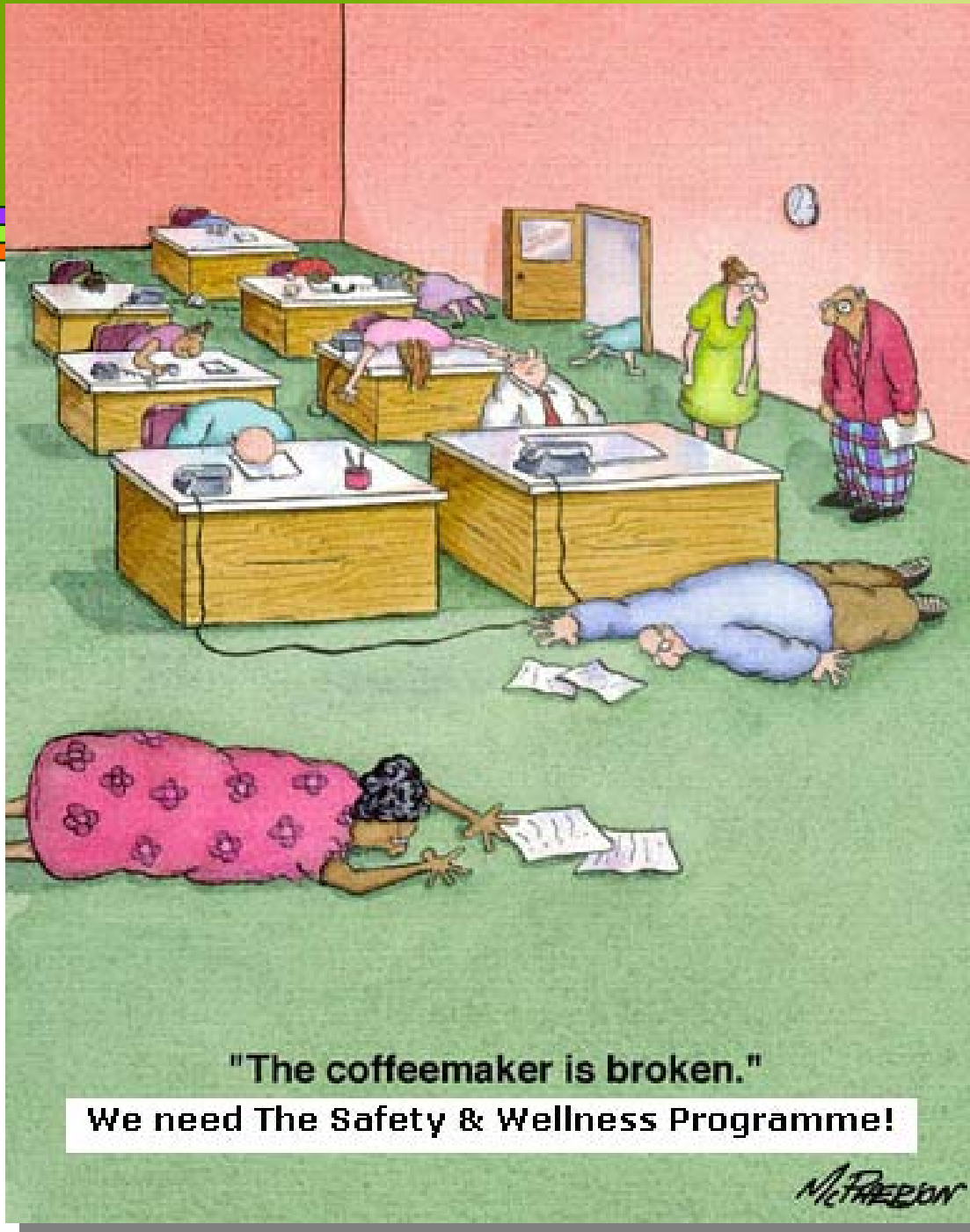
- 3 Cornerstones
- Assessments – Culture, Safety, Psychological and Fitness
- Regular, ongoing sessions
- In-house – no FBT so huge cost saving
- KPI Reviews and reports
- Ongoing programme for total wellness



# Summary

- ↑ Productivity
- ↑ Staff retention
- ↑ Satisfaction
- ↑ Engagement
- ↑ Profits
- Apply a total solution for the best results!
- Meet WH&S Legislation
- ↓ Injuries
- ↓ Business Risks
- ↓ Expensive Insurance claims
- ↓ Hidden/indirect costs





**"The coffeemaker is broken."  
We need The Safety & Wellness Programme!**

*McFARREN*

# 12 Week Example Programme

	<b>Session 1</b> 6 hours - includes assessments - 3 x 2 hrs each topic)	<b>Session 2</b> 1.5 hours (3 x .5 hour each topic)	<b>Session 3</b> 1.5 hours (3 x .5 hour each topic)	<b>Session 4</b> 1.5 hours (3 x .5 hour each topic)	<b>Session 5</b> 1.5 hours (3 x .5 hour each topic)	<b>Session 6</b> 1.5 hours (3 x .5 hour each topic)
<b>Theme</b>	<b>Introduction &amp; Assessments</b>	<b>Stress Busters</b>	<b>Work Environment</b>	<b>Energy</b>	<b>Communi-cation</b>	<b>Achieve more by doing less</b>
<b>W H &amp; S Topic</b>	Culture Survey	What is stress?	Work safety	Ergonomics	Bullying	Time management
<b>Psych Topic</b>	Mindfulness, Journal, Stress tests	Dealing with stress	Emotional Balance	Thinking about Thinking	Drug & Alcohol	Consciousness
<b>Health Topic</b>	Health assessments	Relaxation	Fitball	Work desk workout	Boxing	T.V. Exercises
	<b>Session 7</b> 1.5 hours (3 x .5 hour each topic)	<b>Session 8</b> 1.5 hours (3 x .5 hour each topic)	<b>Session 9</b> 1.5 hours (3 x .5 hour each topic)	<b>Session 10</b> 1.5 hours (3 x .5 hour each topic)	<b>Session 11</b> 3 hours (3 x 1 hour each topic – includes assessments)	<b>Session 12</b> 1.5 hours (Revision & Celebration)
<b>Theme</b>	<b>Positive Attitude</b>	<b>Strength</b>	<b>Meeting Challenges</b>	<b>Teamwork</b>	<b>Re-assessment</b>	<b>Results &amp; Recognition</b>
<b>W H &amp; S Topic</b>	Pro-active safety	Physical strength	Standing up for safety	WHS Systems	Culture Survey	Review
<b>Psych Topic</b>	Thinking positive	Cognitive distortions	Emotional stability	DISC Profile	Psych assessment	Review
<b>Health Topic</b>	Stretching	Core strength	Strength challenges	Teambuilding games	BMI, posture etc	Review

