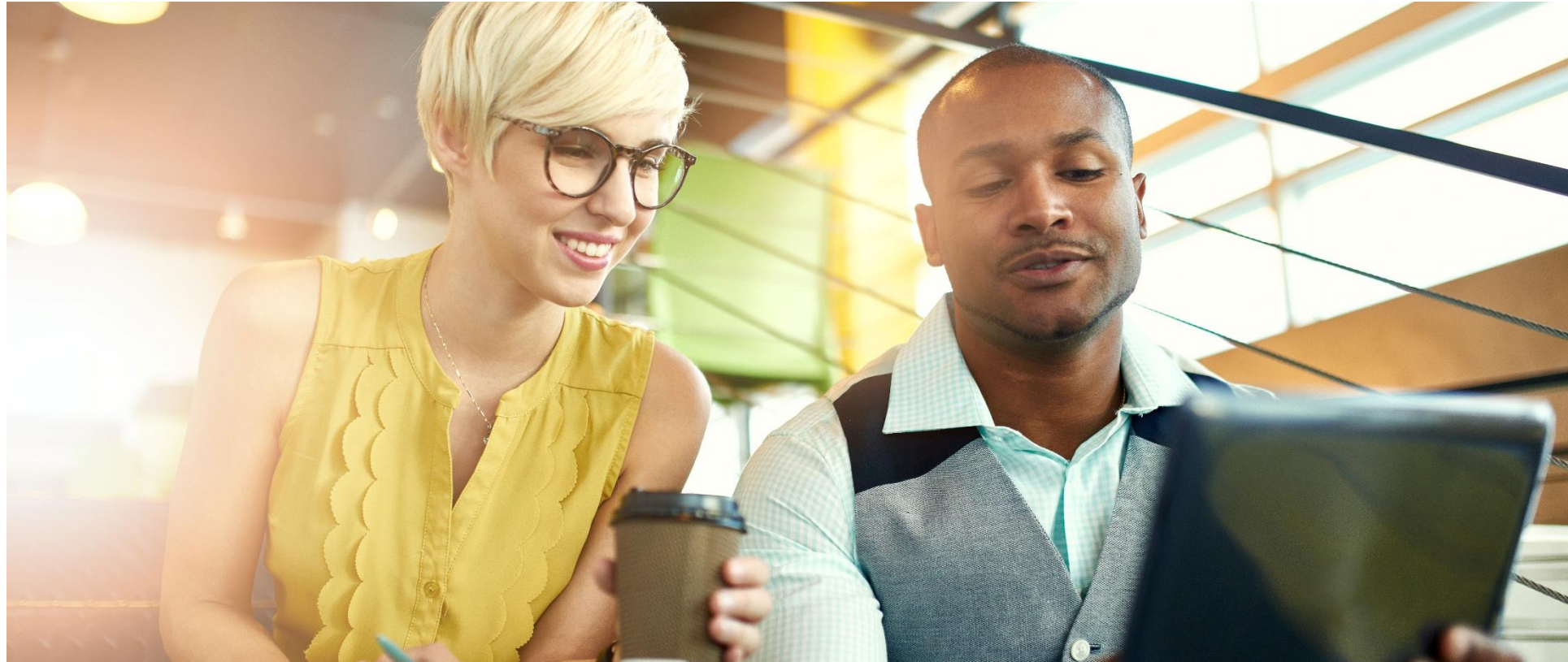


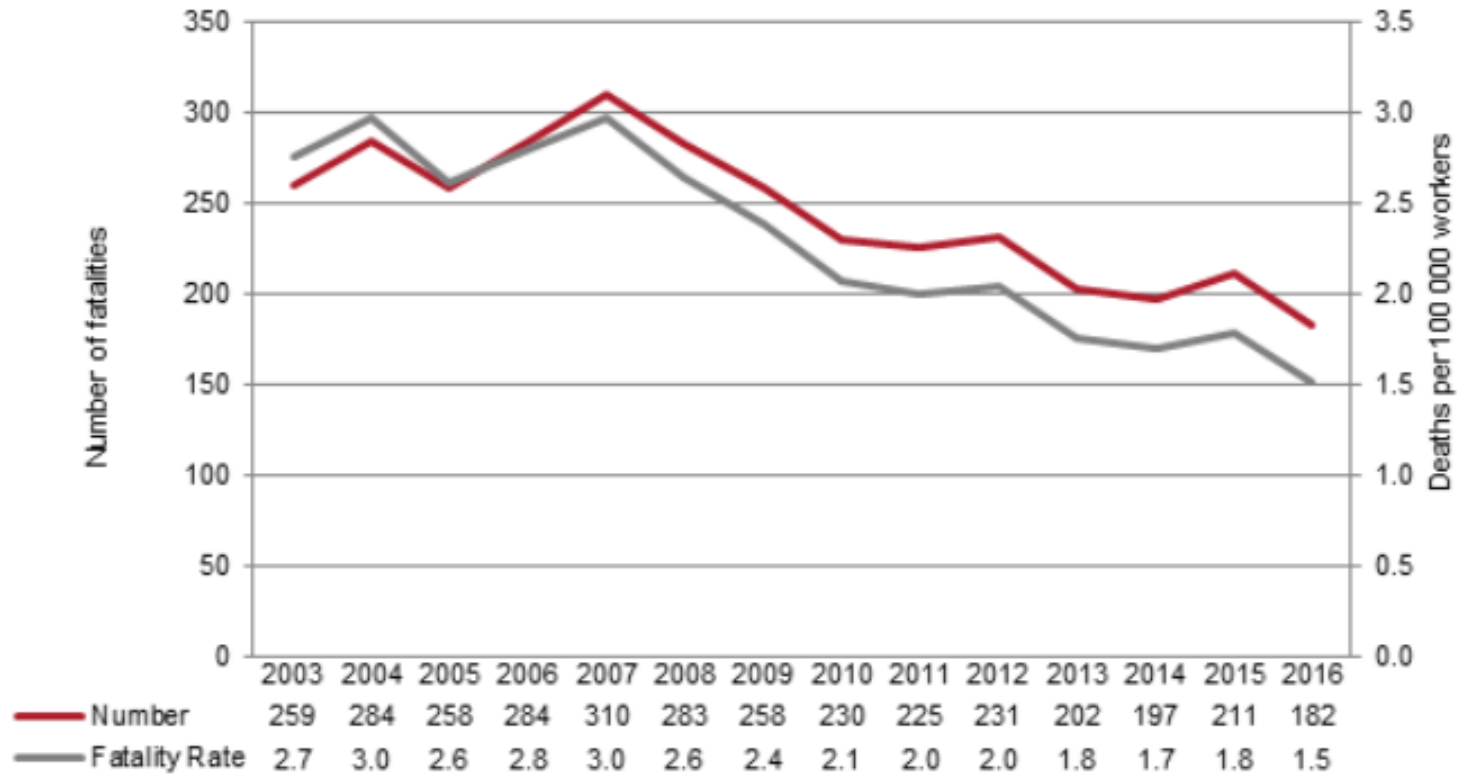
MAKING THE BUSINESS CASE FOR WELLNESS



John Cvetko, National Business Account Manager, Gallagher Bassett

AUSTRALIAN FATALITY RATES

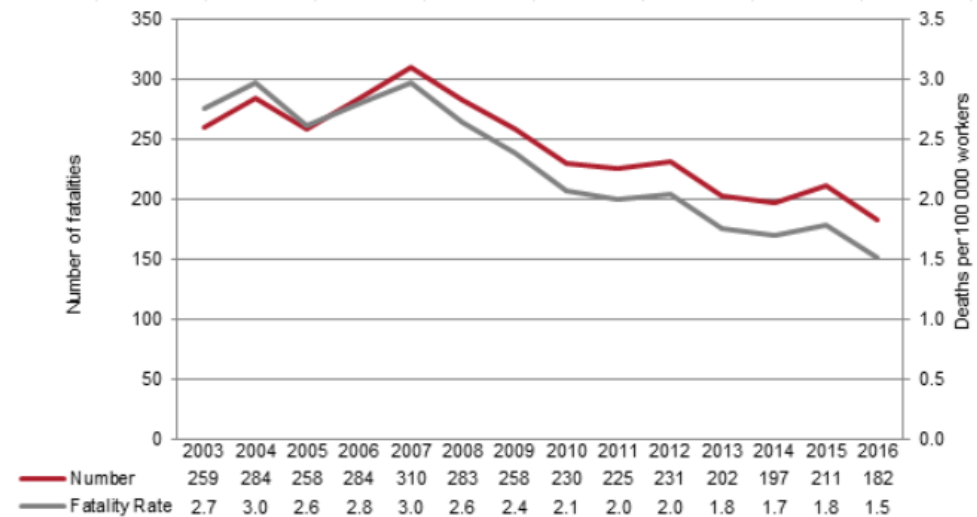
Figure 1: Worker fatalities: number of fatalities and fatality rate, 2003 to 2016



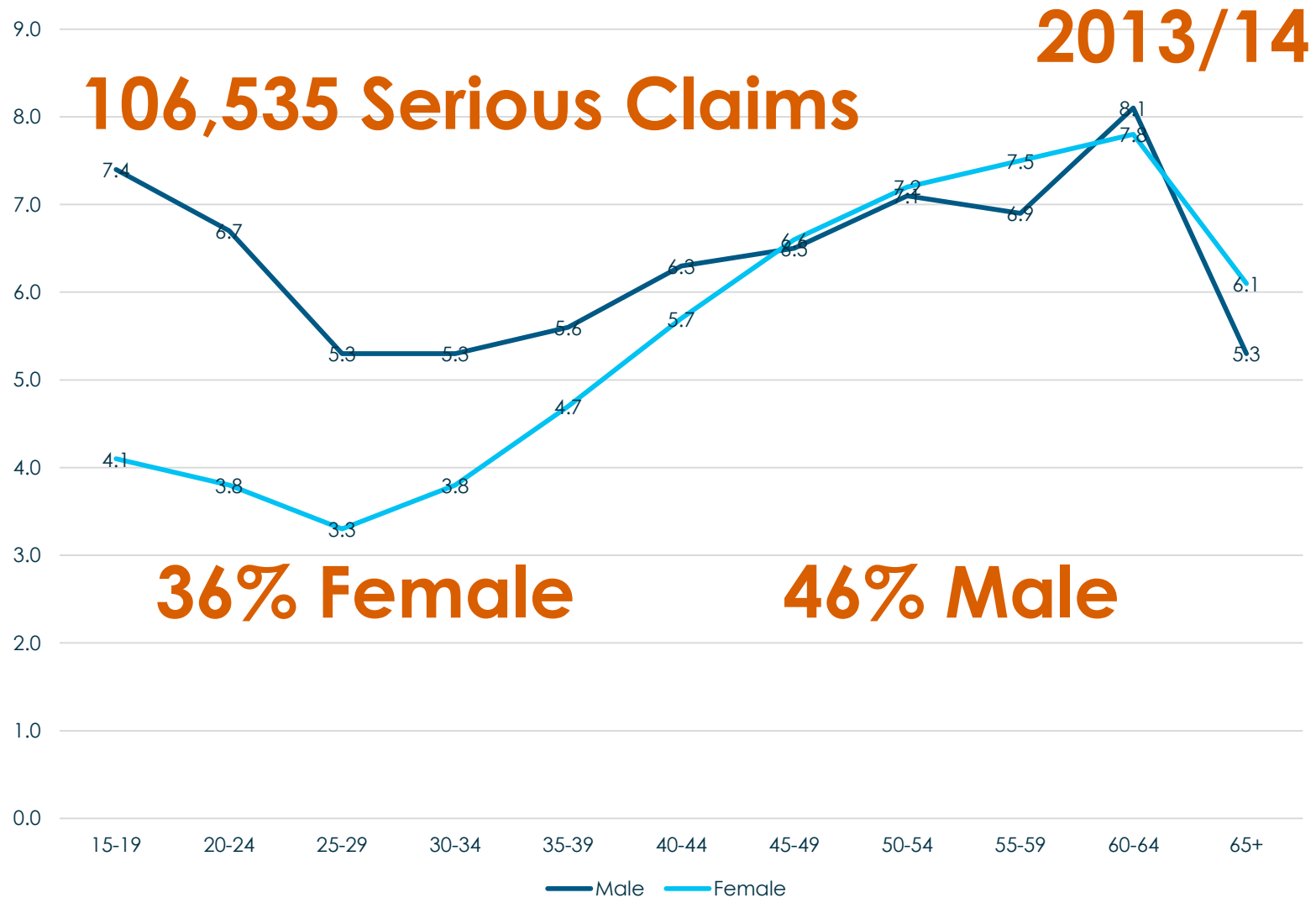
CORRELATION – PHYSICAL INJURY TO COST / PRODUCTIVITY

Decrease in Fatality Rates improved the Rate of Physical Injuries

Figure 1: Worker fatalities: number of fatalities and fatality rate, 2003 to 2016



SERIOUS CLAIMS PER MILLION HOURS WORKED



THE FOCUS AWAY FROM PHYSICAL INJURY

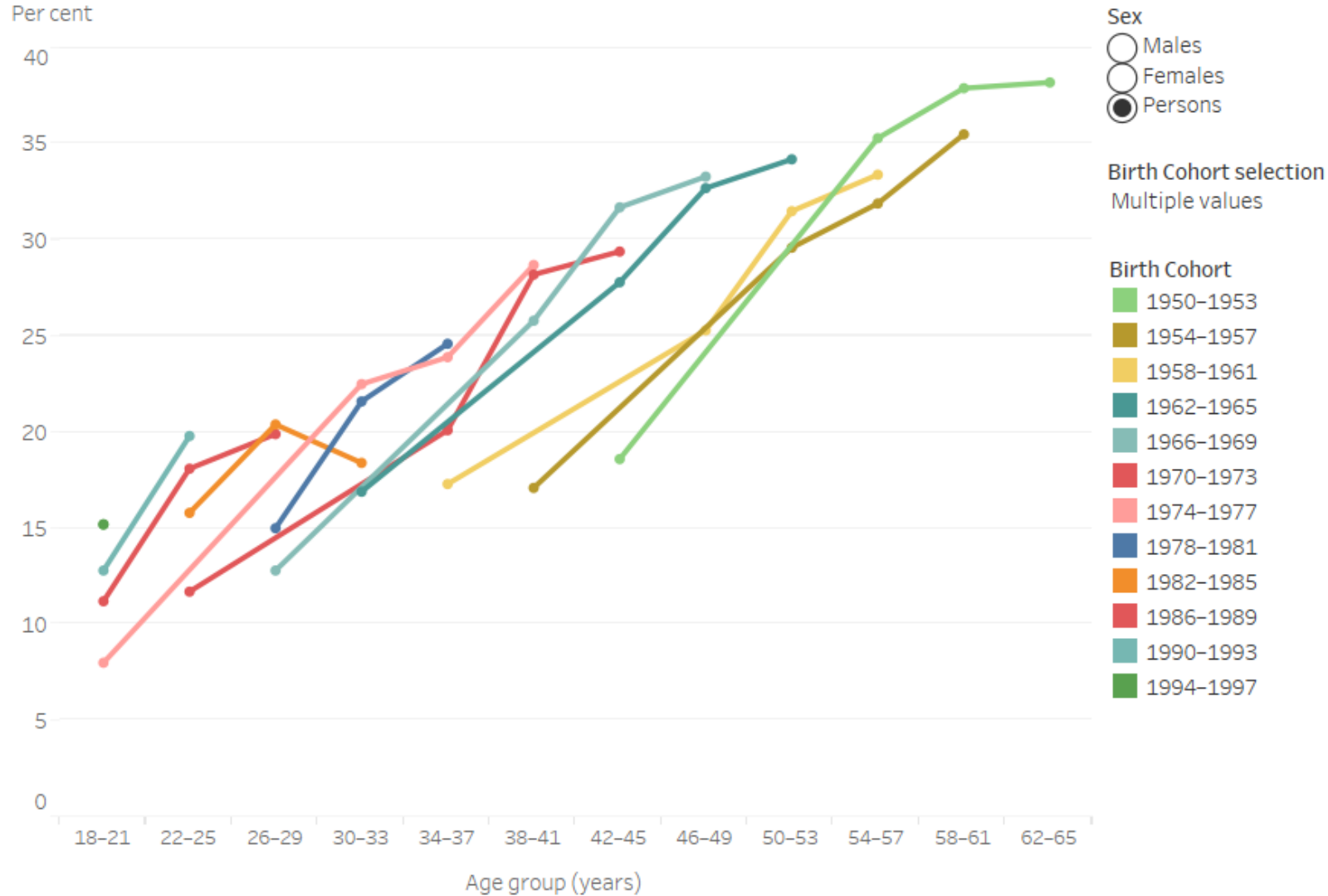
What else impacts our workplace?

Making a Rol case for Health and / or Wellness

They are different but they affect each other

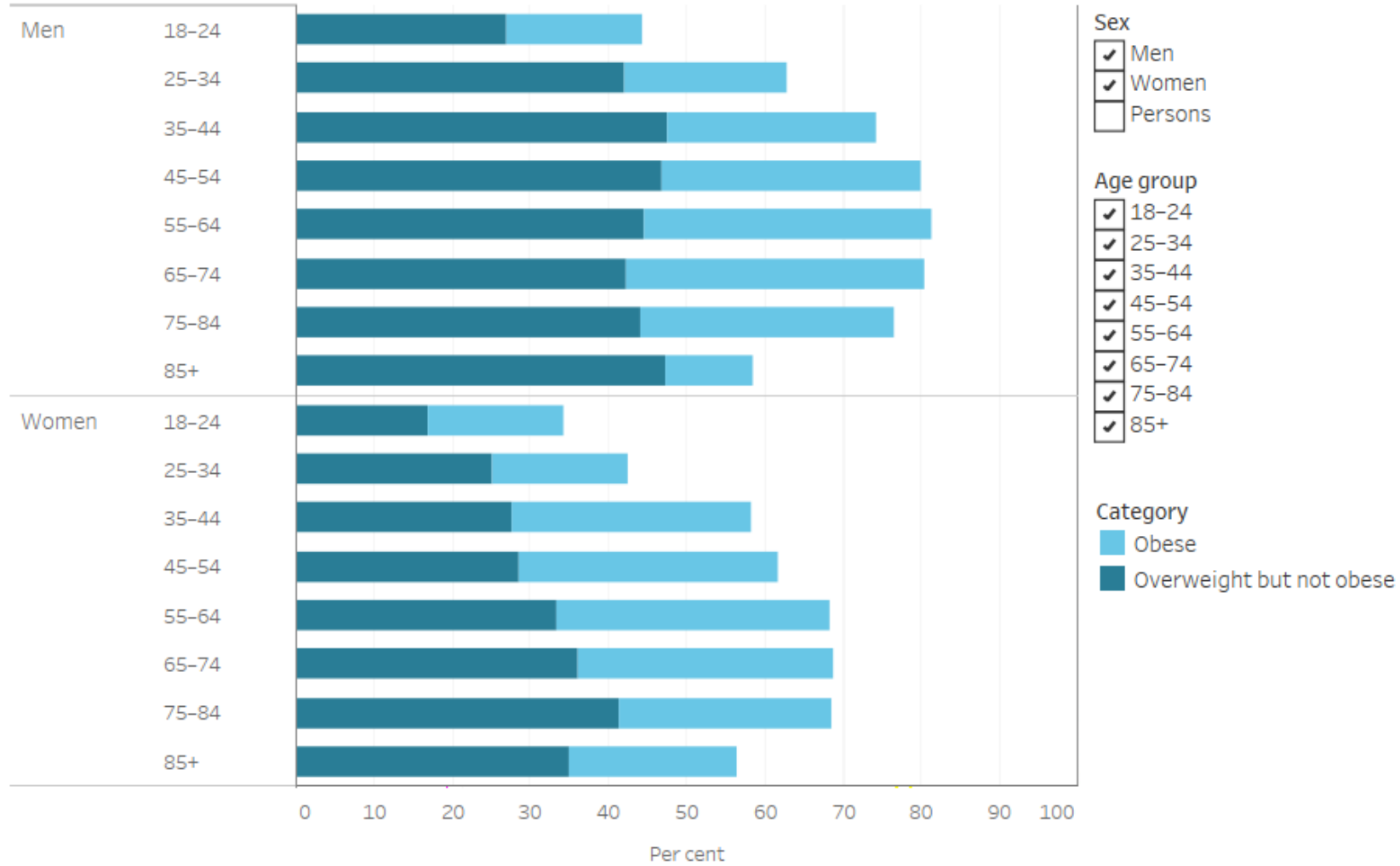
WEIGHT RISK

Figure 4: Proportion of obese adults aged 18–65, by birth cohort (born 1930–1933 to 1994–1997) and age group (years)



WEIGHT RISK

Figure 2: Proportion of overweight and obese adults, by age group (years) and sex, 2014-15



Chances of gaining weight increases when people around you are gaining weight

37%

Spouse

40%

Sibling

57%

Colleague

71%

Close Friend

HEALTH – FLU SHOTS

Why provide Flu Shots?

- Easy Program to Administer
- Makes Staff Feel Better
- Low Touch Health Service

Relatively Ineffective for all those reasons

Vaccine reduced a person's risk of being diagnosed by a doctor to have laboratory-confirmed influenza virus infection by 23% among people of all ages.

During seasons when most circulating influenza viruses are closely related to the viruses in the influenza vaccine, the vaccine effectiveness estimate has ranged from 50-60% among the overall population.

WHO 2016

BIOPSYCHOSOCIAL INFLUENCERS IN INJURY RECOVERY



Biological



Psychological



Social

BIOPSYCHOSOCIAL INFLUENCERS IN YOUR UNINJURED WORKFORCE

THE TOP FIVE CAUSES OF STRESS IN AUSTRALIA (2010 -2015)

- Personal finances - 49 per cent;
- Family issues - 45 per cent;
- Personal health - 44 per cent;
- Trying to maintain a healthy lifestyle - 40 per cent; and
- Issues with the health of others close to us - 38 per cent.

Australian Psychological Society Stress and wellbeing in Australia survey 2015

HOW MIGHT THEY MANIFEST?

- Mental Health
- Homelessness
- Financial Stress
- Substance abuse
- Domestic violence
- Relationship Issues
- Health Issues
- Resilience (Or Lack of)

THE NEW LOST TIME INJURIES

- Absenteeism
- Presenteeism

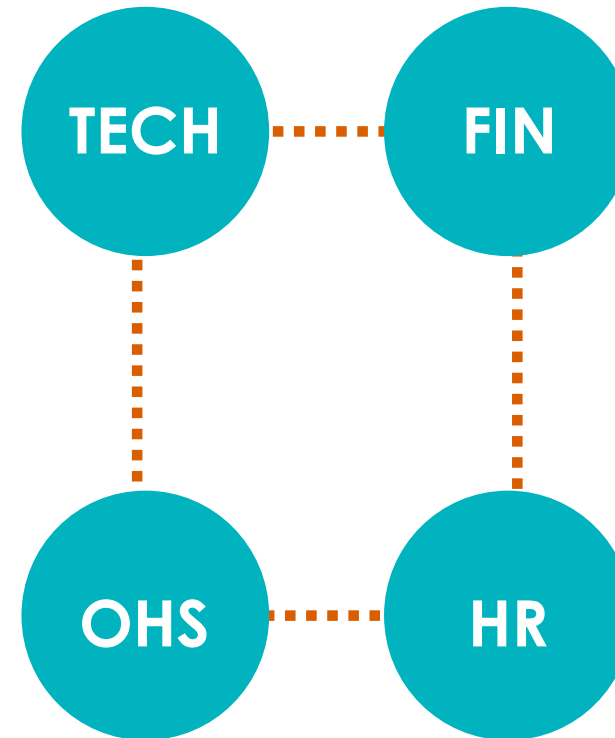
THE BUSINESS CASE



**Industry leaders
don't wait for
legislation**

RESEARCH & EVIDENCE – HEALTH & WELLNESS

- Understanding the risks to your business, PEOPLE, PROFIT, PROSPERITY, CULTURE
- Research and Evidence
- A Long Game case for Wellness / Happiness
- Investment



Hidden Costs & Impact of Poor Health/Wellness

Direct Costs

Workers Compensation Costs
Short / Long-Term Disability
Injury rates
EAP utilisation

Indirect Costs

Lost productivity /
presenteeism
Absenteeism
Employee & Customer
Dissatisfaction
Turnover
Replacement training
Recruitment costs

Subpar Quality
Temporary staffing
Administrative
Ageing workforce



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GUIDE. GUARD. GO BEYOND.

THANK YOU