

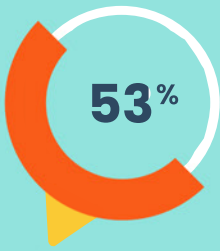
# WORKHEALTHCHECKS

Health and Wellbeing for Everyone for Every Workplace

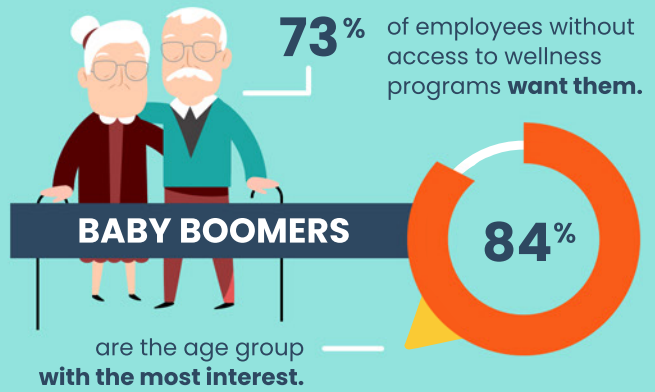


**Health and Wellbeing Matters.  
More Than You Think.  
In These Challenging Times.**

# WELLNESS CHECK UP SURVEY



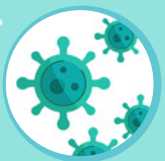
of employees with wellness programs noticed an improvement in their health.



67% reported reduced bodyweight.



56% took fewer sick days.



30% said a disease was detected.

26% of employees **WITHOUT** a wellness program would devote an hour each day to health.

vs

31% of employees **WITH** a wellness program would devote an hour each day to health.



89%

of employees said **mindfulness** has a positive impact on health and well-being.





Most people believe that having healthy employees is important and years of research backs up that point of view.

In fact, companies with high levels of health and wellbeing scores are more profitable, have higher levels of engagement and customer satisfaction and ultimately offer a stronger return than companies not doing anything with their employees health and wellbeing.

Although downward trends in injuries at work reinforce the perception that 'tough jobs' are declining, health and wellbeing in the workplace remains an issue because of a range of factors, including decreased job security, increased workloads, potentially worsening working conditions and reduced opportunities to combine work with other private and social responsibilities.

The issue of workforce health and wellbeing is perhaps even more critical in the current climate on the mental health of the working population. At the same time, there is increased evidence that problems related to modifiable health behaviours are becoming much more prevalent.

## Work Health Checks Australia Wide Survey

Work Health Checks ran a pilot program across Australia in 2019 giving employers an assessment of the health and wellbeing of their workforce and of their current health and wellbeing interventions. To that end, a large-scale dataset was collected which we used to understand the relationship between a broad set of health and lifestyle risk factors and workplace productivity.

# Findings

Our findings suggest that lack of sleep, financial concern and job workload are negatively associated with engagement and productivity. Mental health problems are also found to cause significant productivity loss, especially in the form of presenteeism. In line with existing research we also found that employees with musculoskeletal and other (chronic) health conditions report higher rates of absenteeism and presenteeism than workers without such conditions.

When looking at work-environment factors we find that workers who are subject to workplace bullying report significantly higher levels of absenteeism and presenteeism than those who are not. We also find that more than 45 per cent of those studied reported being subject to unrealistic time pressures, which we find to be another significant cause of productivity presenteeism. Other work-environment factors associated with relatively higher levels of presenteeism included strained relationships at work.





# Other Key Findings of the 2019 Surveys Showed



Employees are losing on average 38 productive days per employee, owing to absence or presenteeism. This adds to an upward trend observed since 2014, when employees were losing 23 days of productive time.



The majority of employers had no programs, or interventions in place to understand the health and wellbeing of their employees.



That in organisations where an employer had proposed a specific health and wellbeing intervention, an average of only 27% of respondents were aware of the offering.



More than half of respondents in the 26–40 age category had at least some financial concerns, making them much more likely to be obese, suffer from depression, or have work-related stress.



Employee stress and obesity were both common problems, but workplace health and wellbeing programs focused more on nutrition and exercise than mental wellbeing.



There is a significant relationship between productivity loss and bullying, unrealistic time pressures and a lesser degree of job autonomy. The average productivity loss across all participating organisations 8.4%, is increasing, up from 5.2% in 2015.



Nearly two thirds of respondents had at least two bad lifestyle habits that put them at serious risk of future ill health.



# How You Can Measure, Support and Improve Your Employees Health and Wellbeing

As a result of the surveys, our research found that the opportunity lies for employers to:



Better measure the improvement in health and wellbeing of their workforce



Provide targeted content, confidentially to employees to help them take actions to improve their own mental resilience, physical health and;



Ultimately this leads to increased levels of engagement and return on productivity.



Get started with an unlimited free Trial of the full Work Health Checks program today.

[www.workhealthchecks.com/start](http://www.workhealthchecks.com/start)



