

Workplace health – Read all about it!

Louise Boston, Health & Wellbeing Manager. E.ON



Read all about it!

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theguardian

France Telecom and former CEO
stand trial for 'harassment' after 35
employees commit suicide

B B C

Amazon workers face 'increased risk of mental
illness'

**London
Evening
Standard**

Turmoil as stressed-out Lloyds boss takes leave

The Telegraph

Former FSA chief Sir Hector Sants takes 'stress'
leave from Barclays

B B C

Work stress 'raises heart risk'

The  **INDEPENDENT**

Stress 'puts people out of work and on to
benefits'

Why worry about health?

It's not as important as safety

The h in HSE is forgotten

We only do Health Surveillance because the law says so – its outdated

Its all about absence management - policing

Its all about stopping smoking and eating well – that's down to their GP

Health at work is just too hard. It's not the employer's problem

How can you evaluate it?

We're not Doctors. I just don't understand it.

Safety is more immediate

It's the individual's responsibility

The Personal Impact

- 2 Million people suffer from work related ill health
- 2.65 Million people claim incapacity benefit
- 40 Million working days lost each year

600,000 People start to claim incapacity benefit every year, half of these come from employment

So what happens next?

Chances of Return to Work Following Long Term Absence

At 3 Months 75- 90 %

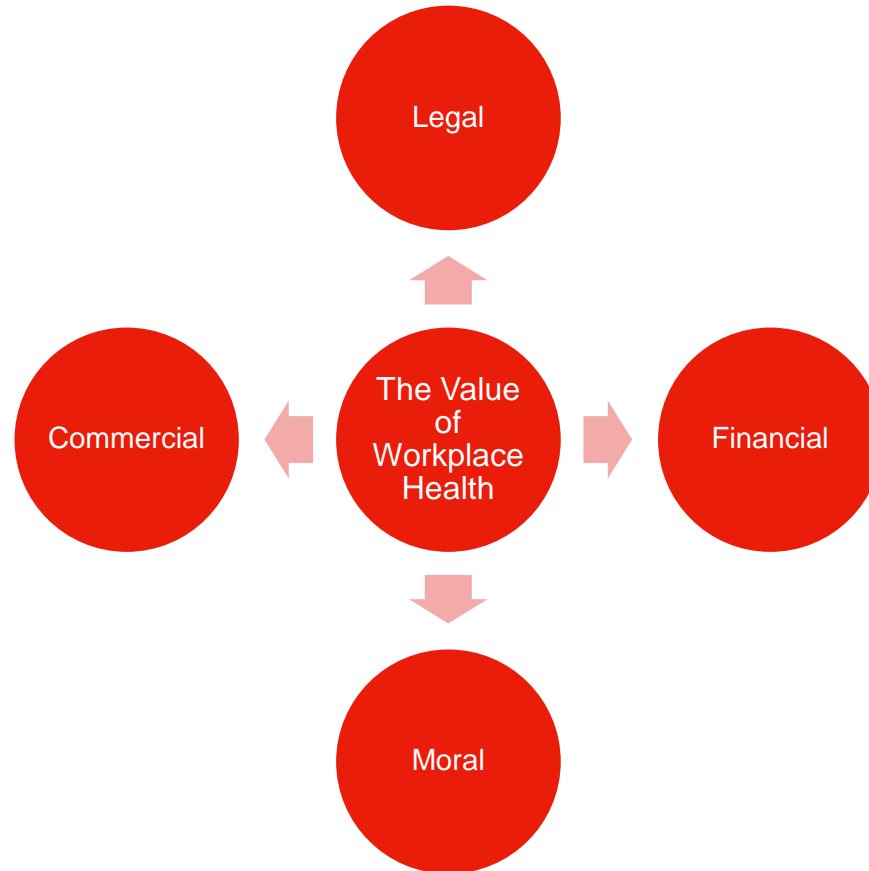
At 6 Months 50 -60 %

At 9 Months 25 – 30 %

Over 1 year < 10%

After 2 years the individual is more likely
to retire or die than return to work

The Business Perspective



The Future

- Expectations will be higher from the public, colleagues and government
- Risk claims will increase
- Promoting health will become integral to organisation's CSR
- Likely to be government incentives / levy's around improving health
- Consideration of different types of workers – dependant contractors & casual workers
- Increase in automation and digitalisation
- Move from focussing on soft behavioural issues to that of workplace culture
- Don't just focus on engagement, think wider about wider strategy

Louise Boston
Occupational Health & Wellbeing Manager
E.ON

07921 943248

Louise.boston@eon-uk.com

