An employee off work for 6 months has a 50% chance of returning to work, after 1 year the chances of returning are 25% and by 2 years chances of returning are practically zero.

Costs of absence can be worked out in a number of ways, depending on the size of your business and records held you may want to consider:

- Multiply the average salary of workforce by the exact number of FTE days lost,
- Comparing days lost against similar sector in recent CBI absence surveys and utilising their costings,
- Taking the average no. of days lost per month and multiplying against average salary.

The direct cost of absence to our business is £ (insert business cost)
COMMITMENTS

Occupational Health & Wellbeing Commitments:
1. To discuss and clarify at board level the commitment to successfully manage occupational health risks
2. To identify the top three health risks and ensure they are being effectively addressed
3. To ensure that health surveillance & fitness for work assessments are being delivered to national and legislative standards
4. To review approaches to the management of stress and identify opportunities for improvement
5. To develop policies for the rehabilitation of individuals back into the workplace and consider a fast track physiotherapy approach to the management of MSDs
6. To raise awareness of the importance of workforce involvement, specifically health and safety representatives and other worker’s representatives, in the management of Occupational Health and support them in carrying out health related activities to support the delivery throughout the year.

The Powering Improvement Strategy

Three Overarching themes: leadership, worker involvement, & improving competence.

Annual themes:
2010 Leadership
2011 Occupational Health / Wellbeing
2012 Asset management / maintenance
2013 Behavioural safety / personal responsibility
2014 Beyond 2015 – next steps

- All ENA and AEP companies have formally signed up to the aims of the strategy
- Trade Unions have committed to the strategy
- HSE support for the strategy
- Champions agreed for 2011 are John Crackett (MD, Central Networks) and Jane Willis (Policy Director, HSE)
An effective programme of Health and Wellbeing aims to deliver sustainable improvements in sustainability, business performance, individual performance and personal health and wellbeing.

Benefits can include:

- Reduction in absence
- Improvement in productivity
- Reduction in insurance costs
- Enhanced business reputation
- A healthier, more motivated workforce
The management of health within business can range from basic legal compliance (Red area) to investment in the health of the workforce through best practice proactive wellbeing programmes (Green area). Recent studies have demonstrated the business benefits of moving from mandatory compliance towards the provision of wellbeing programmes. A Price Waterhouse Cooper study demonstrated a return on investment of £4.17 for every £1 when following the delivery of workplace wellbeing programmes (moving from Red to Green on the above model).

It is clear however that failure to address ill health results in significant costs to business. Estimates vary but the CBI quote that on average ill health costs each business £600 per employee per year. Long term absence contributes to up to 75% of absence costs (CIPD) demonstrating the value of early intervention in cases of ill health. When developing health management programmes the aspirations of the leadership of the organisation must be consistent and clear.

An integrated approach to the management of the health and wellbeing of employees has been developed by the ENA Occupational Health Committee. A Health and Wellbeing Framework provides the basis for the assessment of risks to health in the workplace, leading to a programme of continuous improvement in health performance. A set of agreed protocols provides guidance covering the requirements for minimum legal compliance through to the application of best practice procedures. Further clarification of the individual elements of the model can be found on the next slide.
A copy of this framework can be found on the ENA website.

Points for discussion:

- Where do we currently sit on the above model? What works well, what areas can we develop?
- What are we trying to achieve?
- What resources are available?
- What support do we require to help us achieve our aspirations?
- How can we engage & involve our workforce in moving towards best practice?