Workplace health – Read all about it!

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

Amazon workers face 'increased risk of mental illness'

Turmoil as stressed-out Lloyds boss takes leave

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

Work stress 'raises heart risk'

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
- Health at work is just too hard. It’s not the employer’s problem
- We’re not Doctors. I just don’t understand it.
- How can you evaluate it?
- Safety is more immediate
- We only do Health Surveillance because the law says so – it’s outdated
- It’s all about absence management - policing
- It’s all about stopping smoking and eating well – that’s down to their GP
- 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 Value of Workplace Health

- Legal
- Commercial
- Financial
- Moral
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