

CASE STUDY



worksite fitness
and rehabilitation

What impact does the health and wellbeing
of your people have on your business'
bottom line?



GOOD HEALTH IS GOOD BUSINESS



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We know that offering health and wellbeing programs is the 'right thing to do'. It's an employers' responsibility to provide a healthy work environment and keep their people safe. Plus, it makes them happy. Right?

Unfortunately for many businesses, economic downturns tend to result in less focus on health and wellbeing programs. In a soft market they don't have to be the employer of choice, just being an employer will do.

But what if doing the right thing was also good for business? What if good health IS good business? Well, the numbers are in... and it is!

To illustrate our point, we started two new companies:

THE ACTION COMPANY

The Action Company, implemented a \$100,000 program to improve the health and wellbeing of their 300 staff.



THE REACTIVE COMPANY

At The Reactive Company, they do the bare minimum with regard to health and safety programs.

While these are fictitious companies, our calculations are based on current data and statistics. Health and wellbeing programs ARE good for business.

In fact, the Australian Government's 2011 Comcare report - 'The Evidence for Investing in Worker Health and Wellbeing' concluded that "Improving the health and wellbeing of your employees has a highly positive impact on the bottom line of organisations".

SO WHAT'S THE IMPACT?

Well, our case study saw a **benefit of \$3.58M by the Action Company**. And we think that's conservative.

Health and wellbeing programs provide an excellent return on investment, potentially saving \$5.81 for every \$1 invested in employee health and wellbeing.

Yes, it's hard to measure, it doesn't happen right away, but the rewards can be very significant to a business. It is possible to do the right thing by your people AND increase your profits.

Good health to you,

STEVE GAUCI

Managing Director



THE STATISTICS

SAFETY

Lowest workers compensation costs are found in teams that foster a positive work environment and employees have high levels of wellbeing.

ABSENTEEISM

On the rise in Australia, at an average of 9.5 days annually in 2016. Encouragingly, successful health and wellbeing programs are estimated to reduce this by 30%.

STAFF TURNOVER

Organisations may be 4x more likely to lose talent in the next 12 months by not managing their people's health and wellbeing.

The estimated cost of replacing an employee is 75% - 150% of their annual salary.

PRODUCTIVITY & PRESENTEEISM

The healthiest employees work approximately 143 effective hours per month compared to 49 effective hours per month by the least healthy.



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THE REACTIVE COMPANY

They do the bare minimum safety and health requirements. Safety is written into their values and there is basic training.



SAFETY

Their 6 injuries have inflicted a significant cost to the company, estimated at around \$150,000. Most likely, this is only 5% of the real cost. The majority is borne by workers

**6
INJURIES**



ABSENTEEISM

Their 300 staff are taking sick leave just above the average rate at 10 days per person. That's 3,000 days of sick leave per annum, costing around \$840,000

**10 DAYS PER
PERSON
= 3000 DAYS**



STAFF TURNOVER

48 workers or 16% of their workforce resigned this year. A massive expense for the reactive company. With an average gross wage of \$70,000 each, that's nearly \$2.5 million to replace those employees

**48 WORKERS
RESIGNED**



PRODUCTIVITY & PRESENTEEISM

If 50% of full-time staff are only working 49 effective hours per month, that's a huge cost to the company - estimated at up to 4 x that of absenteeism.

**49 EFFECTIVE
HOURS/MONTH**



CREATIVITY & INNOVATION

This is a lost opportunity in a business that doesn't consider the mental wellbeing of its employees

**LOST
OPPORTUNITY**

THE BOTTOM LINE

- \$3,000,000



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THE ACTION COMPANY

They've implemented a \$100,000 program to improve the health and wellbeing of their 300 staff

**0
INJURIES**

Their proactive approach has resulted in zero injuries this year, and it's keeping their Workers Compensation Insurance premiums in check

**SICK LEAVE
↓30%**

The success of their workplace health program has decreased sick leave to 3 days below the average at 6.5 days per person annually. Their annual savings are in the vicinity of \$300,000

**↓10%
BELOW
AVERAGE**

STAFF TURNOVER

Their workplace health and wellbeing program has kept staff motivated and improved morale, resulting in low staff turnover of 6%. That's 10% below the national average

**143 EFFECTIVE
HOURS/MONTH**

PRODUCTIVITY & PRESENTEEISM

Their people are working far more effective hours each month, saving millions in lost productivity. They're engaged and effectively contributing to the goals of the business

**ADDED
VALUE**

CREATIVITY & INNOVATION

This is a lost opportunity in a business that doesn't consider the mental wellbeing of its employees



+\$581,000

Plus, worker morale, engagement & team cohesion

THE BOTTOM LINE



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All statistics are based on Australia.
Sources: 2011 Comcare report - 'The Evidence for Investing in Worker Health and Wellbeing', Work Safe Australia, The Australian Human Resources Institute

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MORE THAN JUST PROFIT

There is compelling evidence that health and wellbeing programs are not only good for profits, they genuinely do good for your people too. There is strong evidence:

- That quit smoking interventions increase the likelihood of smokers quitting;
- That multi-component programs that address physical activity or nutrition are effective in:
- Of increased physical activity levels,
- They promote healthy eating and help to prevent obesity; and
- That programs targeting physical activity are effective in preventing musculoskeletal disorders, such as low back pain

It's also well-researched that healthy workplaces improve individuals' productivity, wellbeing and mental health. A healthy workplace also increases social inclusion, builds good morale and creates happier, more motivated staff.



A HEALTHY FUTURE

THE ACTION COMPANY



work performance



**retention and attraction
of employees**



**knowledge and job
satisfaction**

**within
1 - 2 years**



workplace injuries



**absenteeism and
sick leave**



**improved relations
between workers and
management**

**within
3 - 5 years**



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A health and wellness strategy that delivers tangible outcomes

Our experience over the last two decades has shown us, that the most effective organisations are the ones that prioritise the long-term health and wellbeing of their people.

They do this by building their strategy around delivering the following four outcomes:



Leading providers of injury prevention, health and wellness services

Worksite Fitness & Rehabilitation has been committed to making a difference for over 20 years. Starting from humble beginnings in Perth, Western Australia in 1997, WFR's reputation grew quickly for their work supporting the growing mining and energy sector.

WFR now have a presence in all core Australian locations and serve a broad range of industries internationally including - Mining, Energy, Construction, Transport and Logistics, Maritime and Shipping, Manufacturing, and the Public Sector.

WFR's solutions are designed to work together and help organisations deliver these four critical outcomes - whether it's a targeted approach or a comprehensive and effective health and safety program.

Ask about our customisable **Healthy Lifestyles Program.™**

To find out more email:

ENQUIRIES@WORKSITE.COM.AU

OH&S

The 'H' for Health is a bit like the middle child. Ignored, under the radar... until you find out what they've been up to and launch a regimented program of discipline to bring him or her back into line.

That's what we do. We partner with you to keep your people free of harm and bring their health back into line.

LET'S DISCUSS YOUR 2019 OBJECTIVES

Contact us today



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