



Fresh thinking
Innovative solutions

Trends Impacting Workplace Health, Productivity and Workforce Management

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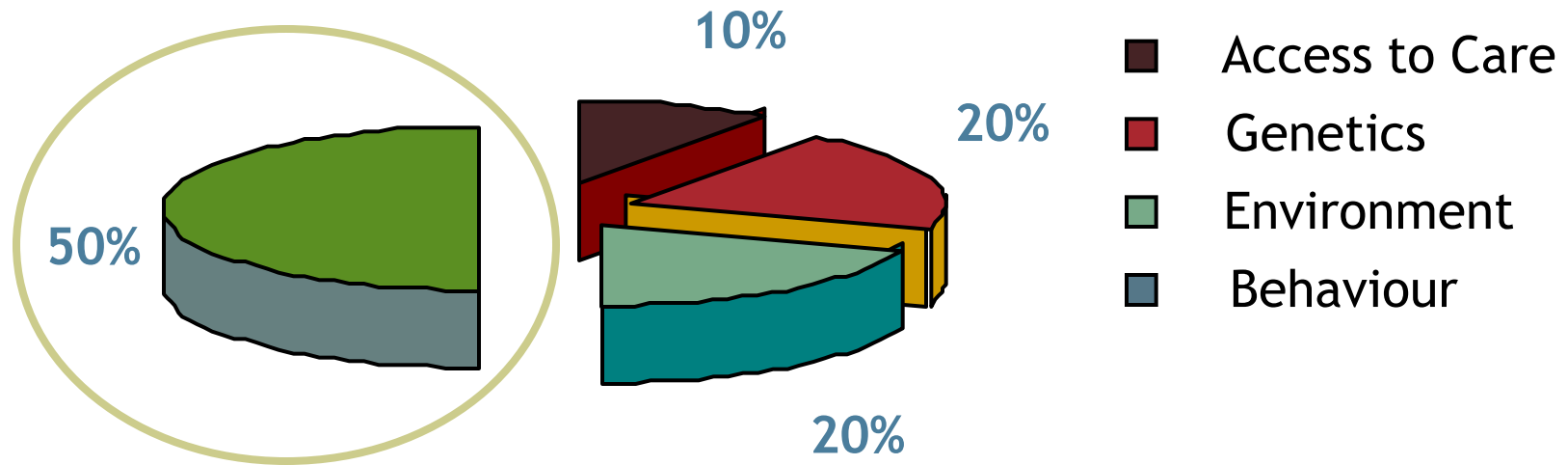
What is the focus of this session?

...because **trends impacting workplace health and productivity are likely to intensify**, and Canadian organizations need to respond to the impending shift

What Are the “Effects” of Health

- Genetics
- Lifestyle
- Social
- Work/Living
- Economy

Lifestyle Choices Impact Overall Health Status - However Most Employees
Need Support To Make These Changes



**Behaviour is the most important
determinant of health**

Agenda

■ Trends

■ Communication

■ Innovations

Trend: Greater Generational and Cultural Issues

“Intergenerational mixing is on the rise in workplaces, with baby boomers staying on longer and working with Generations X and Y.”

“(In 2020) visible minorities will be on the verge of becoming the majority in urban workplaces.”



Rising importance of training that seeks to emphasize the value of collaboration and respect for differences to enhance individual and organizational effectiveness

Impact: Greater Eldercare Responsibilities/Retirement

In less than two decades the ratio of working-age Canadians for every person over 65 will drop from 5:1 to 3:1

According to Statistics Canada, by 2015 approximately 3.6 million workers will reach retirement age (22.1 percent of the workforce)

Related stress can cause:

- Depression, exhaustion, insomnia, anxiety
 - Reduced immune response
 - More chronic conditions

Trends: Technology and Social Media

- Reliance on technology to access information
- Technology for lots of people is preferred method of communication

Impact: Workplace

- Access to right information at right time
- Conflict in the workplace

Trends: Increasing Health Risks

Between 1994 and 2005:

Rates of high blood pressure among Canadians skyrocketed by 77%, diabetes by 45% and obesity by 18% - affecting both younger and older Canadians

Younger age groups experiencing increases in risk:

Among those 35 to 49 years of age, the prevalence of high blood pressure increased 127%, diabetes by 64% and obesity by 20%

Impact: Health Risks

- symptoms can include a loss of energy, disinterest in the job and a diminished ability to focus on tasks, combined with feelings of discouragement or hopelessness.
- Many elements crucial to competent job performance can be affected by such symptoms, for instance, time management, concentration, teamwork and overall output

■ (Burton, Pransky, Contietal. 2004).

Impact: Workplace

- Loss of productivity and absenteeism
- Lack of understanding which benefit or services can be accessed for support (Right Care at The Right Time)
- Reliance on prescription drugs to support mental nervous issues

Antidepressant Costs

1982 - 31.4 million

2000 - 54.3 million

2005 - 1.2 billion

Trends: More Physical Health Problems

Musculoskeletal, cardiovascular and respiratory and digestive system changes that come with age, can translate to:

- Declining employee health/physical capabilities
 - Decreased productivity/energy levels
 - Increased absences
- Higher benefits and insurance costs for employers (e.g., drugs, short- and long-term disability)
- Need to allow mature workers to compensate for age-related changes (e.g. ergonomics)

Trends: Mental Health

- Over 450,000 people aged 25-64 and employed experienced an episode of depression in past twelve months
- More women than men
- Those with a chronic health condition also more likely to experience episode of depression
- Workers with major depression had been unable to carry out work for 32 days in the 12 month period
- 13% of workers who had experienced depression in the previous year reported at least one day in the two weeks preceding

2002 CCHC Study

Trends: Disease States

Rising incidence of:

- Stress
- Cardiovascular
- Diabetes
- Dementia

Impact: Workplace

- Communication
- Decision making
- Casual Absentism

The Impact: Greater Benefits Costs

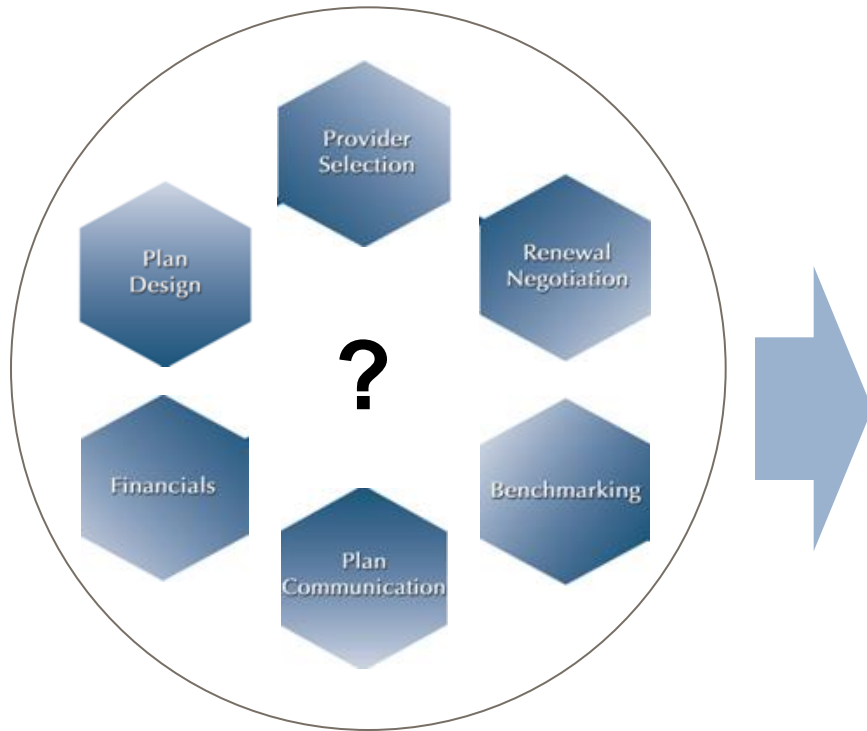
An aging population that is increasing utilization rates, and new and expensive drugs are pushing up the cost of delivering employee benefits

Younger age groups experiencing increases in health risks will push up costs further

25 to 40:

Percentage of a typical employer's total benefits cost drug spending represents

Communication - How Can This Improve Workplace Health? Concept 1 - Comparative



Traditional Areas of Focus



Informed Benefits & Health Management Communications

Integrated Approach Outcomes

- Greater access to programs
- Employee satisfaction with workplace/employer is enhanced
- Early intervention leads to reduced incidence/duration of absence
- Reduction in absence leads to direct cost savings
- Improvements in health lead to additional direct and indirect cost savings
- Incorporating governance structure aligns overall program with corporate objectives
- Aligns health programs to business outcomes and elevates ..
importance to C-level executives

Summary

There are powerful trends - that will intensify - impacting workplace health and productivity and placing increasing pressure on organizations to support healthy employees actively engaged in their health and the goals and objectives of the business.

Organizations that recognize and act on this reality with a strategic, integrated health and productivity approach will derive a significant competitive advantage.

THANK YOU

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