

THE BUSINESS CASE FOR WORKPLACE

HEALTH AND WELLBEING

Benefits of investing in health and wellbeing:



Workplaces that implement supportive policies that promote healthy habits and create supportive environments might expect to see:

| WITHIN A FEW MONTHS | WITHIN 1-2 YEARS | WITHIN 3-5 YEARS |
|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> ▲ worker morale and engagement ▲ team cohesion | <ul style="list-style-type: none"> ▲ individual work performance and productivity ▲ attraction and retention of employees ▲ improved corporate and recruitment image ▲ individual health knowledge ▲ job satisfaction | <ul style="list-style-type: none"> ▼ workplace injuries and associated expenses ▼ absenteeism and sick leave ▼ incidence of attending work when sick ▲ improved relations among workers and with management ▲ return on training and development investment |

Adapted from Workcover Tasmania (2012), *Your Simple Guide to Workplace Health and Wellbeing*

Try our Workplace Health Savings CALCULATOR



**SICK LEAVE
SAVINGS**



**STAFF TURNOVER
SAVINGS**



POTENTIAL SAVINGS
for implementing a Health and Wellbeing Program

To calculate the cost of your workers' health, visit hwwa.com.au/calc

CASE STUDIES



Erick Campello

OHSE Coordinator, Dobbie

"Dobbie employees experience a physically demanding and stressful workload. Investing in the health and wellbeing of our employees has delivered improvement with participants' enthusiasm and attitude and we have seen a major improvement in employees' morale and production. Now with proactive actions, we hope to improve not only physical but also the mental health of our employees."



Geoff Glass

Chief Executive Officer, City of South Perth

"Investing in the health and wellbeing of our employees is one of the highest priorities in the City's workforce planning. We aim to create a rich work environment that connects physical, psychological and social health which are the proven elements of a resilient, focused workforce less susceptible to illness, stress and with fewer preventable health problems."

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Healthier Workplace WA



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References

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2. Medibank Private 2005, *The health of Australia's workforce*, Medibank Private, Australia.
3. Sims, J, Right Management 2010, *Wellness and Productivity Management. Presentation to the Health and Productivity Management Congress 2010*, available from www.hapia.com.au