

Occupational Health's value to your business



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SOM Webinar: OH Awareness Week

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Key themes & contents

1. What is Occupational Health (OH)?
2. Occupational Health's value to your business.
3. A tailored & systematic OH approach is necessary.
4. Conclusion: Doing nothing is an expensive option.

1. What is Occupational Health (OH)?

Occupational Health (OH): a simple definition



“The study of the effect of health on work and work on health”.

What is Health?



“Health is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity.”

(WHO Constitution, 1948)

Wellbeing is more than a simple definition

- **A traditional Oxford English Dictionary definition is:**

“Wellbeing: the state of being comfortable, healthy or happy.”

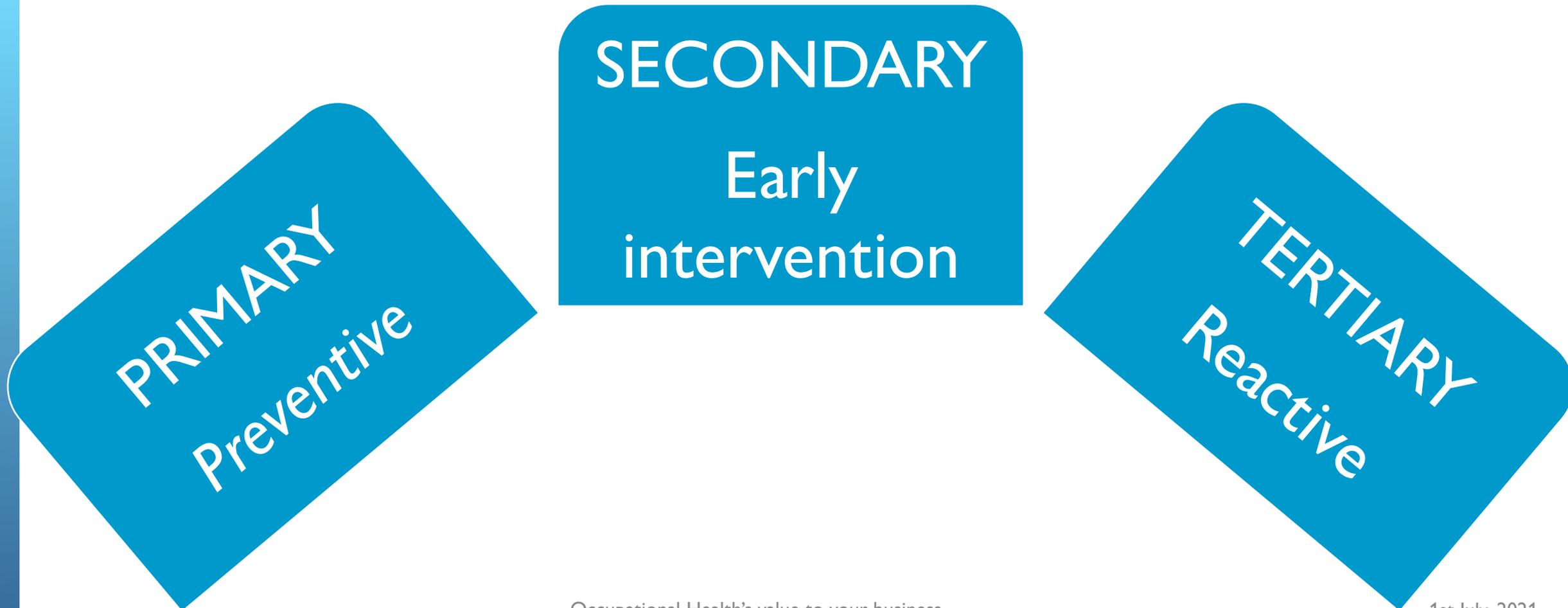
- **A more contemporary interpretation might be:**

“the promotion of the optimum state of physical and mental health, as well as social wellbeing”.

- **However, the topic is much broader and includes:**

- Lifestyle wellbeing
- Business /personal wellbeing
- Financial wellbeing

OH activity spectrum: proactive to reactive



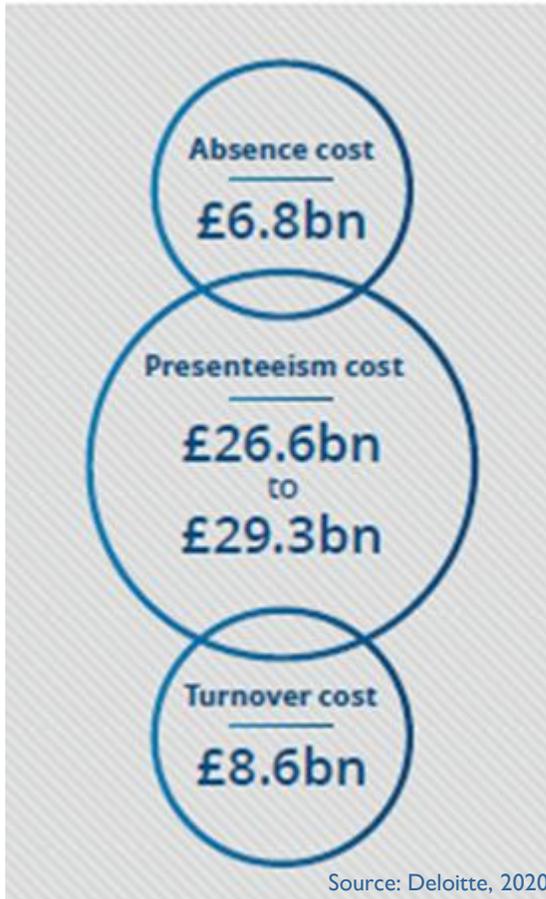
Occupational Health Services



PRIMARY: <i>Preventive</i>		SECONDARY: <i>Early Intervention</i>		TERTIARY: <i>Reactive</i>
<ul style="list-style-type: none"> • Risk assessments: H&S add PPHQ • Legal compliance • Policies • Vaccinations & immunisations • Vision screening • Health surveillance 	Traditional	<ul style="list-style-type: none"> • Line manager referral to HR • H&S referral • Employee Assistance Program • Private medical insurance • Bereavement 	Traditional	<ul style="list-style-type: none"> • Sickness absence management • Rehabilitation back to work • Death and bereavement
<ul style="list-style-type: none"> • Mental health • Presenteeism • Wellbeing (incl. financial) • Death and bereavement • Managing risk for: senior management, H&S, HR • COVID risk management, policies & vaccine provision 	Contemporary	<ul style="list-style-type: none"> • Mental health • Presenteeism • COVID symptoms 	Contemporary	<ul style="list-style-type: none"> • Mental health • Presenteeism • Long-term COVID

2. Occupational Health's (OH) value to your business.

Poor mental health costs £45bn/yr & rising



- Poor mental health costs UK employers £42bn - £45bn annually (Deloitte, 2020).
- An increase of £6bn (+16%) vs 2017.
- Driven primarily by a rise in presenteeism: coming to work despite poor health, and underperformance.

OH: the overall value proposition

“Occupational health specialists enhance employee health, workforce productivity, business performance and the economy”

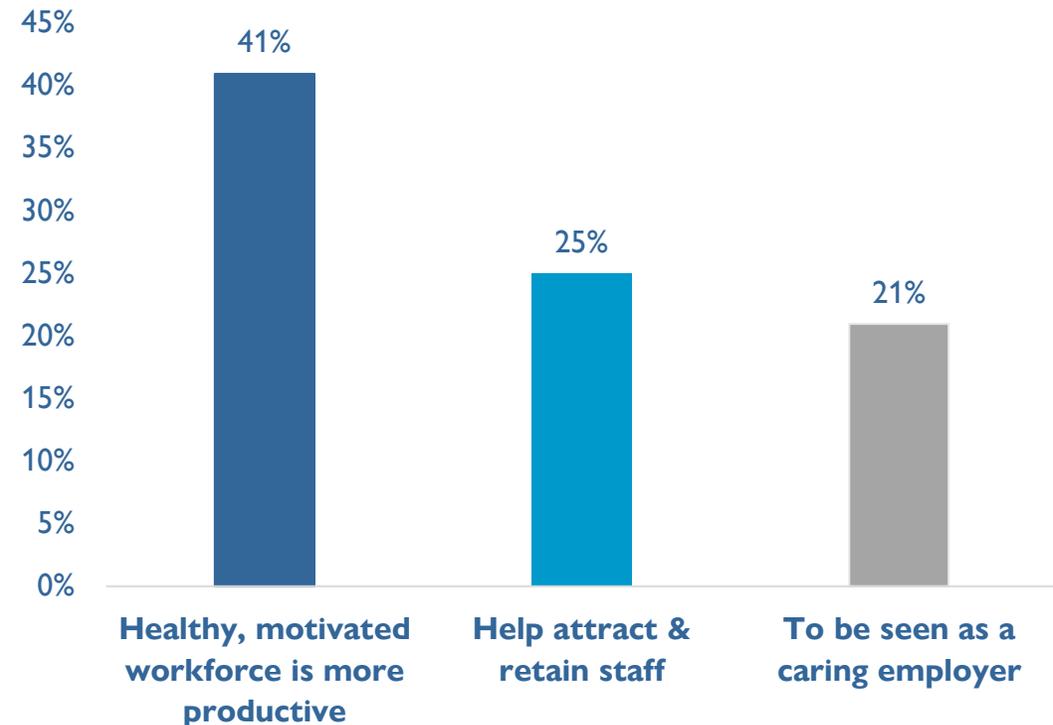


Employers' reasons for having OH

A combination of revenue increasing and cost reduction:

- Financial
- Legal
- Moral
- Reputational

Employer survey: reasons for health & wellbeing initiatives



Note: 1,000 survey respondents.

Source: Nicholson, PJ (2017). Occupational Health: The Value Proposition. London: SOM

OH: six benefits to your business

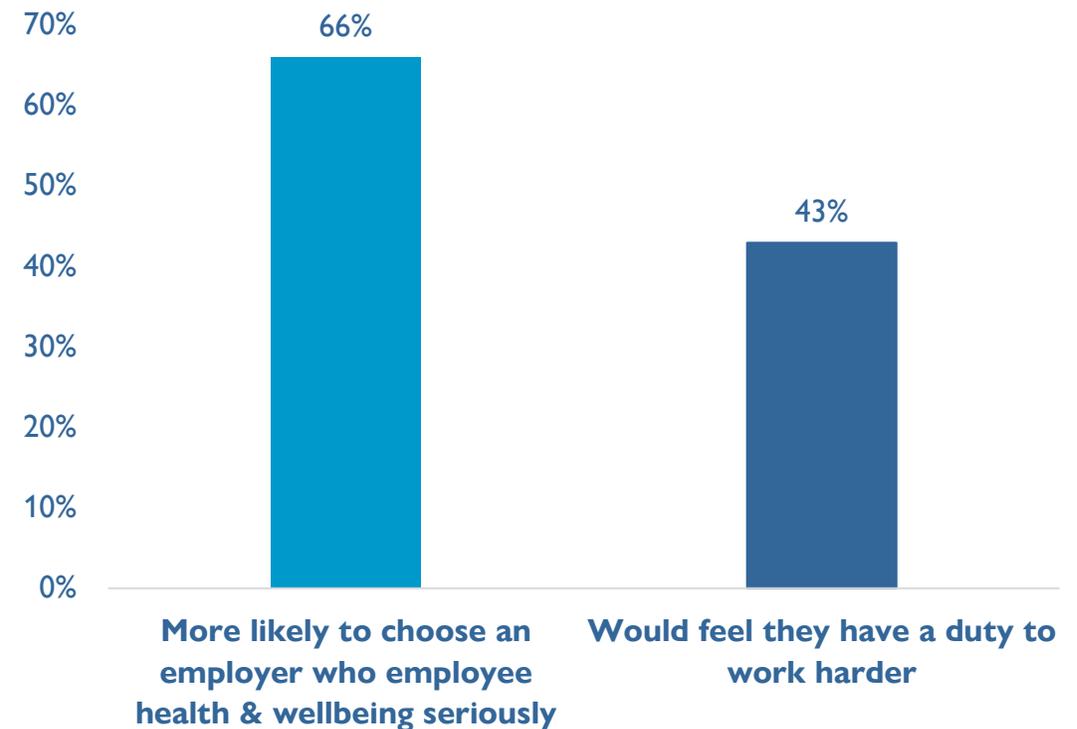


1. Enhance employee productivity.
2. Professional support to workforce & management.
3. Healthy workplace culture & work contributes to company success.
4. Protect & enhance corporate image to stakeholders.

OH: six benefits to your business

5. Employee health & wellbeing contributes to successful business performance.

Employee survey: reasons for health & wellbeing initiatives

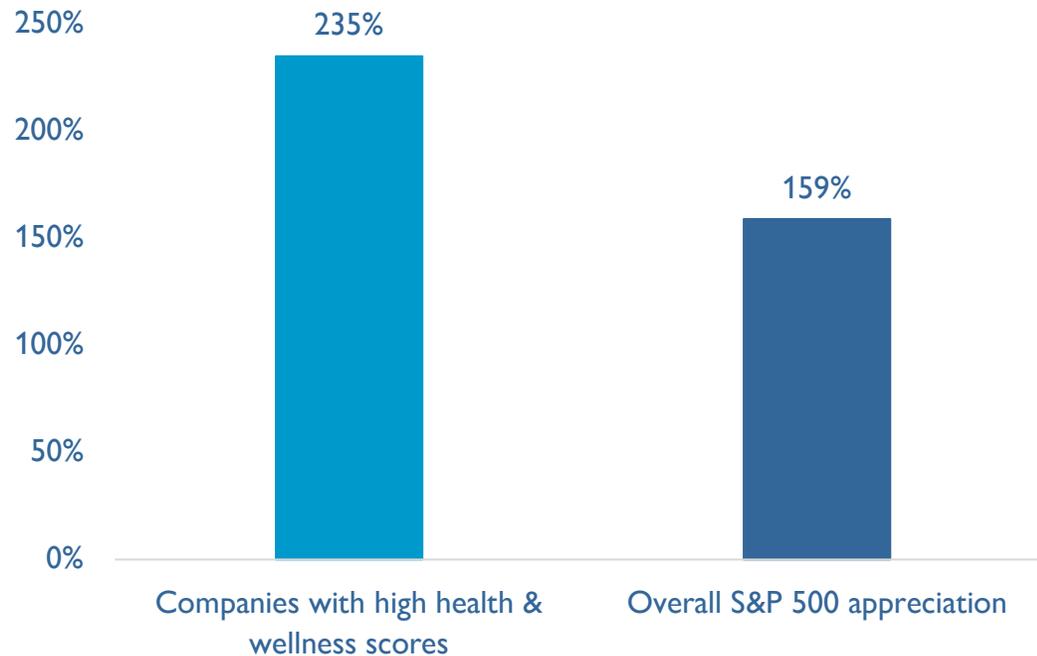


Note: 1,000 survey respondents.

Source: Nicholson, PJ (2017). Occupational Health: The Value Proposition. London: SOM

OH: six benefits to your business

6-year stock price appreciation:
companies with high health & wellbeing
scores vs average



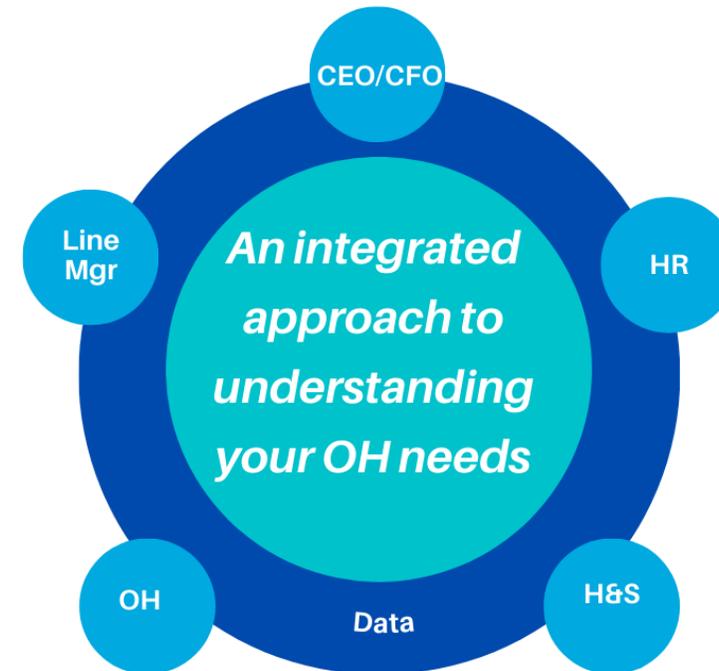
6. Highly effective companies commit to a culture of health.

Source: Deloitte Insights, 2019. Note: Six-year period of stock price appreciation

3. A tailored & systematic OH approach is necessary.

Every business has unique OH needs

With an integrated company approach led by HR, an OH provider can understand & identify the business needs



Symptoms & their root cause can be different

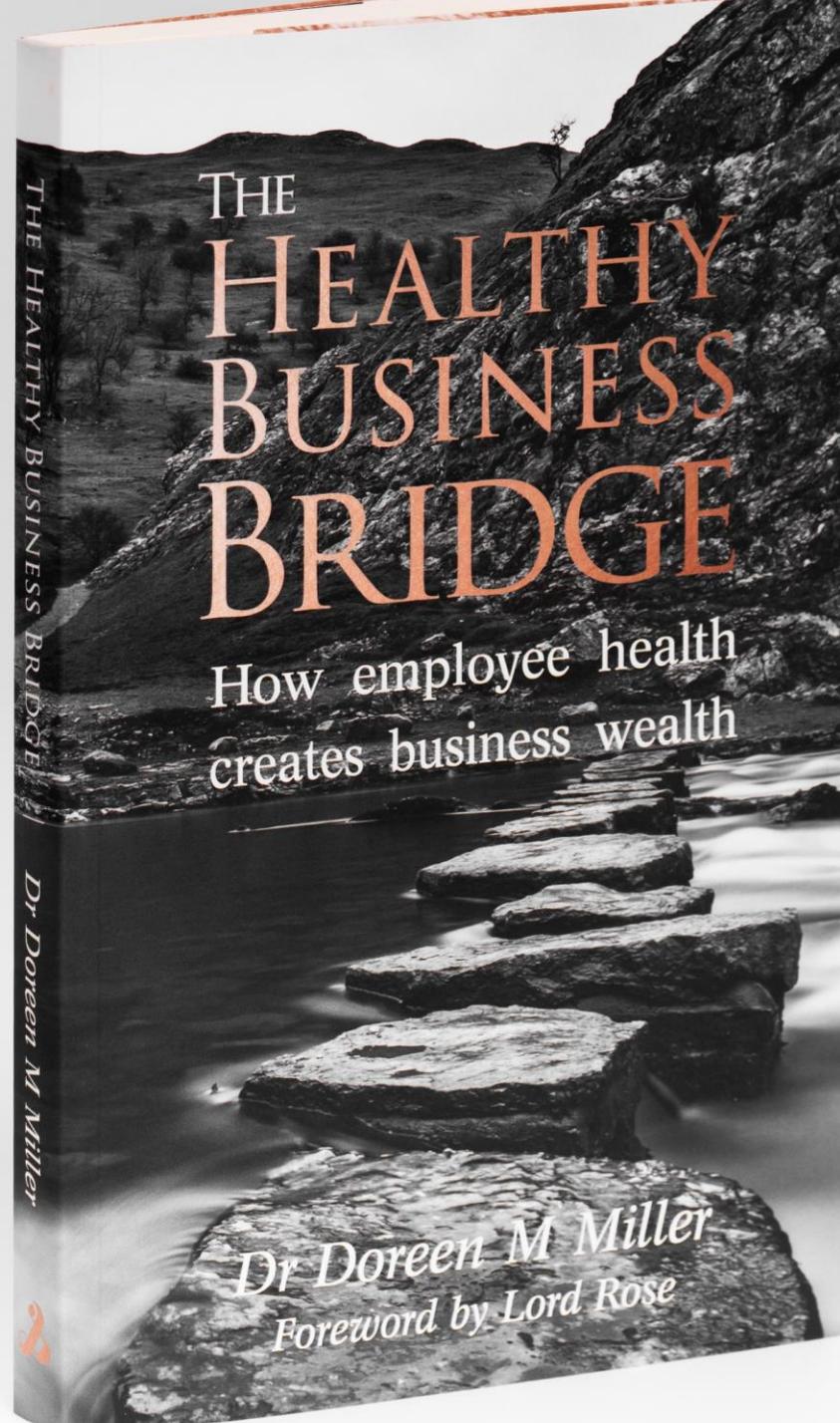


4. Conclusion: Doing nothing is an expensive option.

OH: Doing nothing is an expensive option



- OH is essential in keeping your people and your business healthy, engaged & productive.
- OH enhances employee health & wellbeing, workforce productivity, business performance and ultimately the economy.
- Businesses and their OH needs are unique, requiring a systematic approach to be understood and clearly identified.
- Often the root cause of health symptoms may be found in the business and these need to be addressed.
- The direct & indirect cost of poor health continues to rise – doing nothing is an expensive option.



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