



Managing the Health of our Workforce



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Background - Motivators

- Absence from work costs U.K Industry £12.2 Billion/ Annum
- Average loss per employee is £495
- Average of circa 170 million work days lost per Annum



Source: CBI Absence Survey



Occupational Health

Historical Perspective

- Primary Focus on Harmful Effects directly associated with work activity

- Normally intervening after the outcome has developed





Basic Premise

‘Keeping Employees Healthy Costs Less than Treating them Once they are Sick’

IE: Prevention is better than cure





Contributors to Ill Health & Reduced Well Being

Historical Divisions

1. Administrative Work Activity
2. Industrial Work Activity
3. Societal Influence





Contributors to Ill Health & Reduced Well Being

OBESITY

DRUGS & ALCOHOL
Inc. Smoking

Sensitises – Skin Cement
Respiratory Asthmatic

Mental Stress - work & Home life

DUST - Inc. Resp. Silica

Vibration - Hand/Arm &
Whole body



NOISE

Biological - Legionella
& Avian flu

VISION

Seasonal Illness -Flu,
Coughs & Colds

Workplace 'Chemicals'

Radiations

Muscular Skeletal

Heart Disease



Impactors on Health & Well Being



There is a need for a Comprehensive Approach which Does Not Exclude Outside Impactors

The Comprehensive Approach Will Need to Include:

- Recruitment Criteria
- Health Status on Appointment to Role
- Health Maintenance Regime to Ensure ongoing Capabilities
- Health Status on Retirement or Resignation
- Enabling a long & Healthy Life with no Latent Occupational Impact





Elements of a Comprehensive Approach

- Management of The Work Enviroment
 - Risk Control / Elimination
 - Health Monitoring
- Re-Habilitation & Return to Work Processes
 - Control of Absence
 - Occupational Health Support
 - Counselling, Advice, Support (EAP)
- Progressive Recruitment & Employment Practices
- Taking Responsibilities for Health Education and Promotion





A Comprehensive Approach

Where to Start ?

- Measure the Overall Health Status of the Workforce
- Identify the Key Health Issues, from an overall perspective
- Develop Targeted Intervention Strategies





The Benefits from a Comprehensive Approach

- Decreased Levels of Absence
- Employee Contribution is Optimised
 - Increased Capacity
 - Productivity
 - Creativity
- Reduced Turnover – Ill Health Retirement
- Reduced Cost Burden
 - Healthcare
 - Output
 - Business Loss
- Enables A Healthy Long Life





HOWEVER IT WILL NOT BE EASY !!!

To Maximise The Benefit Will Require:

- Senior Management Engagement & Commitment
- Ongoing Communication of Change Required
- Recognition / Reward for the Healthy
- Market and Supply Healthy Foods
- Facilitation of Exercise During Break / Recovery Periods
- Pre Work Warm Up Routines
- Overall Change in Cultural / Mindset





"Fit For Today.

Fit For Tomorrow.

Fit For Life"

