Managing the Health of our Workforce

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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 thanTreating 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
Mental Stress - work & Home life

Vibration - Hand/Arm & Whole body

Biological - Legionella & Avian flu

Seasonal Illness - Flu, Coughs & Colds

Muscular Skeletal

DRUGS & ALCOHOL
Inc. Smoking

Sensitisces – Skin Cement
Respiratory Asthmatic

DUST - Inc. Resp. Silica

NOISE

VISION

Workplace ‘Chemicals’

Radiations

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 Environment
  - 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
H O W E V E R  I T  W I L L  N O T  B E  E A S Y  !!!

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”