



Absenteeism

- Overweight or obese employees appear to be absent more often and as a result productivity in turn decreases (Proper, 2004)
- Worksite health and wellness programs show an improvement in absenteeism (Proper, 2002)
- Industrial fitness programs reduce the use of medical services (physician visits and hospital days), with gains of productivity, a lessening of absenteeism, and a lower employee turnover (Shepard, 1985)
- Obesity results in significant increases in medical expenditures and absenteeism among full-time employees (Schmier, 2006)
- Physical inactivity and increased body weight have a negative impact on absenteeism (Schultz, 2007)

Disease Prevention and Health Costs

- Newfoundland and Labrador had nearly double the amount of lost-time claims compared to the second highest province and has the second highest death rate per 100,000 workers (WHSCC, 2009)
- 70 percent of all physical related disability claims reported to WHSCC were push/pull task related (WHSCC, 2010)
- In Newfoundland and Labrador, more than 28 percent of all lost-time workplace accidents are back injuries with 60 percent of all lost-time incidents being musculoskeletal injuries (Safeworknews, 2011)
- It is concluded that physical activity is one of the more useful tactics of preventive medicine (Shepard, 1985)
- Moderately active (one to two times/week) and very active (three or more times/week) employees cost approximately \$450 less annually than sedentary/obese employees (zero times/week) across all weight categories (Wang, 2004)
- Workplace health and wellness interventions are found to be cost-effective and have been shown to reduce medical care costs for employers (Pratt, 2007)



Productivity

- Health-related productivity costs significantly outweigh medical and pharmacy costs alone; on average 2.3 to 1 (Safeworknews, 2011)
- Obese employees are more often absent from work than non-obese colleagues; consequently, obesity has a negative influence on productivity (Proper, 2003)
- Studies have indicated that worksite physical exercise intervention improves physical fitness and perceived health status and also prevents an early decline in work productivity (Pohjonen, 2001)
- Employee musculoskeletal problems lead to a decrease in productivity (Schultz, 2007)

Job Satisfaction and Employee Health

- There is a direct risk of increased illness, strains, sprains, or falls in the workplace as overall physical condition deteriorates (Safeworknews, 2011)
- Low back pain and injuries are more common in workers who have less strength than their required job demands (Safeworknews, 2011)
- Individual face-to-face wellness counselling at the workplace positively influences physical activity levels and some components of physical fitness (Proper, 2003)
- There is a 9 percent decrease in reported sick days in the participants of a workplace wellness program compared with a 14 percent increase in those who did not
- Employee satisfaction with working conditions showed significant improvements when participating in a workplace wellness program (Breslow, 1990)