Presenteeism Survey

Business case
and missing link

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Health / Illness

5% certified ill

20% uncertified ill

25% Ø krank / Ø Au (unhappy well)

50% (happy well)

Productivity

0%

40 - 60 %

50 - 80 %

60 - 100 %

80 - 100 %

100 %

Rote Zahlen: Schätzungen von Prof. Neukirch 04.02.07
Relation: Absenteeism - Presenteeism

Productivity Losses
Relation: Presenteeism / Absenteeism

27,000 lost days per year*

*days per 1,000 employees

Source: HDP 2007
The Greatest Health-Related Productivity-Thieves (days per 1,000 employees)

Which Health Issues are The Greatest Productivity Thieves? (in days per 1,000 employees and year)

- Headaches
- Allergies
- Sleep
- Stress
- Depression
- Back pain
- Digestion
- Colds
- Arthritis
- Hypertension
- Influenza
- Diabetes
- Asthma

Productivity loss per 1,000 employees: 27,000 days per year!

Source: HDP 2007
Effects from Basic Intervention

**Gain of 2,700 days**

*per 1,000 employees and year (=10% of total losses)*

Quelle: HDP
Prognosis-Model

Only one part of the affected persons are interested

Only one part of the interested persons get really active

Only one part of the active persons become successful enough

Only one part of the successful persons show long-term effects

2,700 Days

Quelle: HDP
Win-Win-Situation

Profits for the Company

- Productivity gain: at least 10% of lost days
- Effects occur within short time
- Positive ROI
- Corporate identity: caring company
- Advantages for recruitment and with aging workforce
- Existing worksite health promotion programs are being backed up

Benefits for the Employees

- Ability to perform
- Motivation
- Well-being
- Quality of life
- Employability
- Disease prevention

Quelle: HDP
Total Loss (conservative): ~ 7 Millionen €

Loss in €

- Stress
- Poor Sleep / Insomnia
- Depression
- Other health conditions
- Neck- / Back Pain
- Colds
- Headaches
- Allergies
- Arthritis
- Digestion
- Influenza
- Asthma
- High Blood Pressure
- Diabetes

Absenteeism Presenteeism
### Absenteeism / Presenteeism

#### Problems

- Headache
- Allergy
- Sleep disorders
- Stress
- Depression
- Back pain
- Gastritis / digestion
- Flu
- Diabetes / Hypertension

#### Solutions

- EAP
- New placement
- Relax oasis
- Company sports (fitness)
- Disability management
- Family service
- Network of specialist

#### Business case

**Missing link**
Management Summary – First results

1. High participation rate (>50%)
   Issue is important, there is interest and emotional pressure.

2. Vitality Index of our people is below average

3. Business case: Productivity loss of 21 days/employee/year (after corrections)
   - ca. 7 Mio Euro
   - ratio absenteeism / presenteeism: 1:3

4. Main issues:
   - stress, sleeping disorders, depression (50% of total loss!)
   - musculoskeletal-system

5. Target groups met!
   - 1,400 downloads of specific info material
   - EAP – more consultations reported
   - problem solving takes place.

6. We know now, which problems our people have and what they wish, which help and way of helping they would like
VISION: Zero Burnout 2010

- Mentally healthy organisation

- Marriage of productivity and quality of life
Strategy of managing the soul/stress

Primary prevention (being proactive!)

- encouraging participative management
- redesigning the working environment
- redesigning the tasks
- analysing work roles and establishing goals
- including the employee in career development
- establishing flexible work schedules
- building cohesive teams
- providing social support and response
- establishing fair employment policies
- sharing rewards

Cultural change (What can I do to make work easier and smarter?)
Strategy of managing the soul/stress

Secondary prevention (early detection)

Damage limitation the „Band-Aid-Approach”

- prompt detection and management of experienced stress
- increase training awareness
- work/life style modification skills
- scoping skills
- improve relations techniques

Resilience:
organisation will not change but continue to be stressful
the individual has to develop and strength resilience to stress
Strategy of managing the soul/stress

Tertiary prevention (treatment, rehabilitation, recovery)

• EAP