

XX World Congress on Safety and Health at Work

ISSA Symposium - Benefits of Prevention -

Benefits of WHP

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www.issa.int

Of what benefits are we talking about?

■ Health/wellbeing

Less accidents and occupational diseases
Less stress
Higher satisfaction
Higher health standards (medical and perceived)
Stable job,

■ Economic

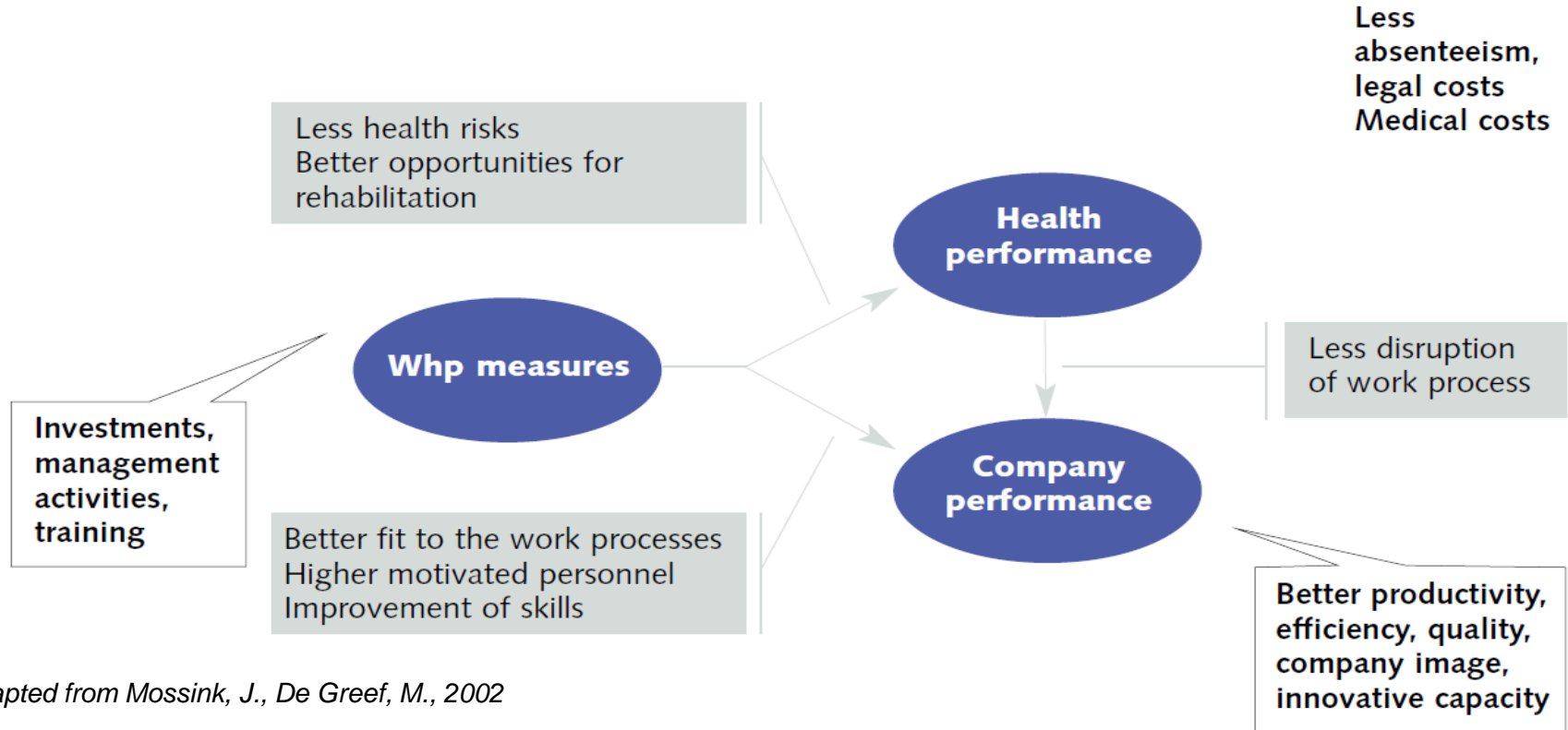
Less medical costs
Better Image, added value of the brand
Higher quality
Less waste, less production costs
Better internal social climate
Better relations with the community, ...

Levels

- Organization/company
- Individual
- Community

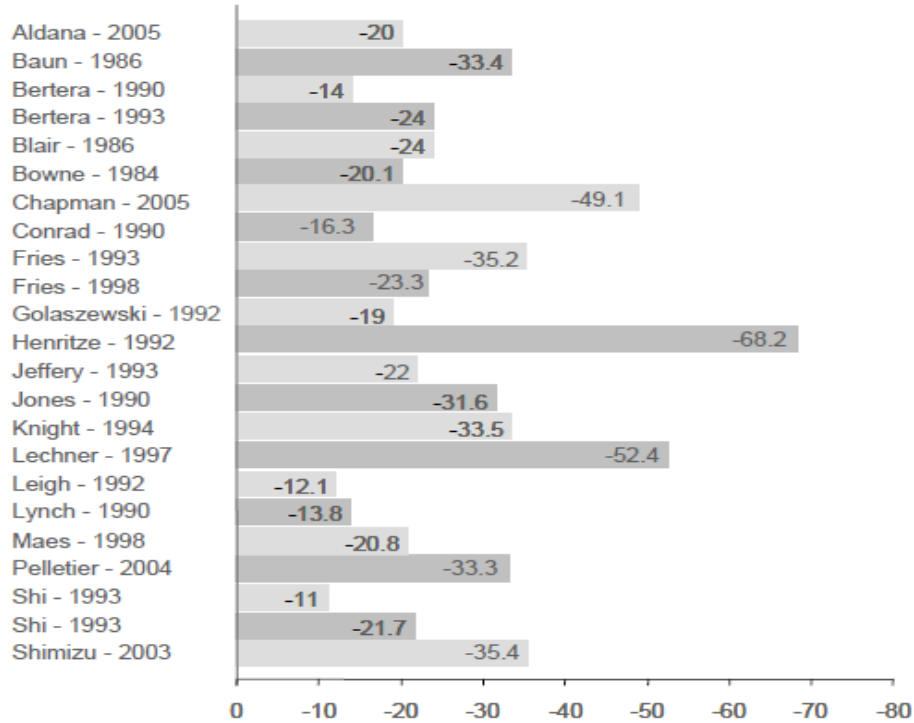


Organization/company

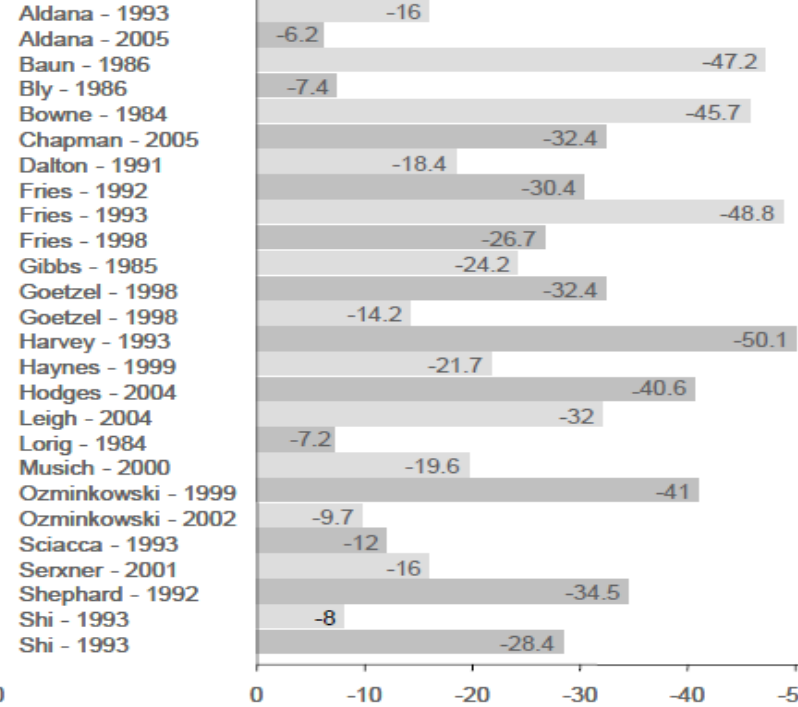


adapted from Mossink, J., De Greef, M., 2002

Added Value: Financial Benefit



Percent Change in Sick Leave / Absenteeism
Ø – 26,8%



Percent Change in Medical Costs
Ø – 26,1%

Net Return on Investments

- Workplace Health promotion programmes **9,69:1 £**

*M. Knapp, D. McDaid, M. Parsonage: Mental Health Promotion and Prevention,
The Economic Case, LSE, 2011*

http://ec.europa.eu/health/mental_health/docs/matrix_economic_analysis_mh_promotion_en.pdf

- Several US consultants declare that the Return on Investment (ROI) for employers for WHP activities varies between **3:1 and 7:1 \$**, in any case not less than **2:1 \$**

*H.T. Tu, E.R. Boukus, G.R. Cohen: Workplace Clinics: A Sign of Growing
Employer Interest in Wellness, Research Brief No. 17, Findings from HSC, 2010*

Survey on Wellness and Business Effectiveness

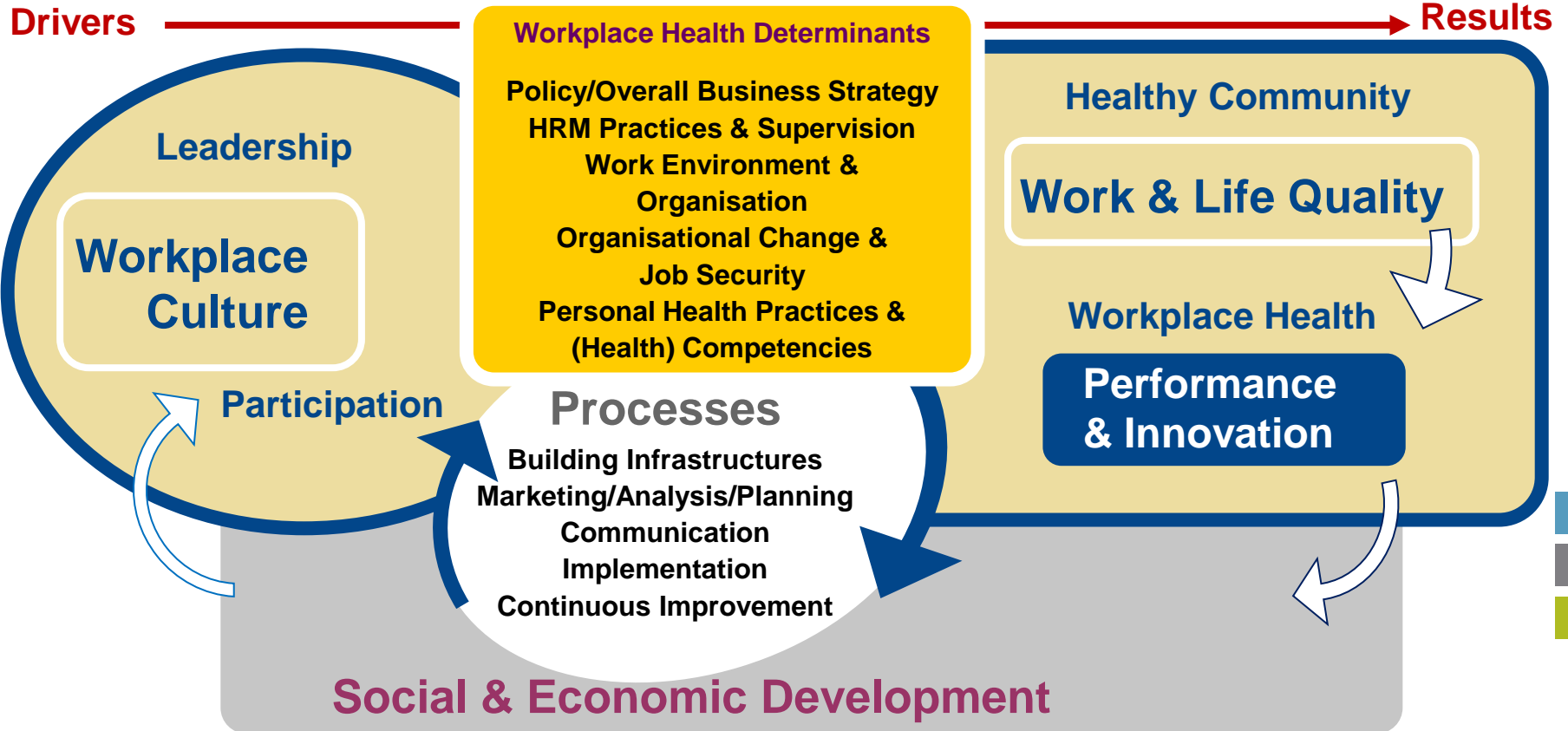
Self report on attitudes, performance and conditions:

- **72%** who rated organisation highly for actively promoting physical and mental health also rated highly for encouraging creativity and innovation
- **Fourfold increase in creativity and innovation**, compared with a sevenfold decrease in companies where health and wellbeing were perceived to be poorly managed
- **Poorly managed four times less likely to retain staff talent** within a 12 month period

Dornan A, Jane-Llopis E, The Wellness Imperative: creating more effective organizations, 2010, World Economic Forum: Geneva. p. 20 (29,000 employees, 10 industries, 15 countries)



Relationship between workplace and community



**For further information
www.enwhp.org**