

### What are the benefits of a safe and healthy workplace?

There are many direct and indirect benefits of having an effective workplace health, safety and wellbeing program. According to the *WHO Regional Guidelines* for the development of healthy workplaces, the benefits to the organisation and the employee can be summarised as follows:

Organisation	Employee
<ul style="list-style-type: none"> <li>• A well-managed health and safety program</li> <li>• A positive and caring reputation</li> <li>• Improved staff morale</li> <li>• Reduced staff turnover</li> <li>• Reduced absenteeism</li> <li>• Increased productivity</li> <li>• Reduced compensation and rehabilitation costs</li> <li>• Meet or exceed legislation requirements, thereby reducing risk of fines and litigation</li> </ul>	<ul style="list-style-type: none"> <li>• A safe and healthy work environment</li> <li>• Enhanced self-esteem</li> <li>• Reduced stress</li> <li>• Improved morale</li> <li>• Increased job satisfaction</li> <li>• Increased personal skills for health protection</li> <li>• Improved overall health</li> <li>• A healthier family and community</li> </ul>

Extended periods of absence from work, along with injury and disease can cost an organisation between \$9 and \$15 of hidden costs for every \$1 of visible cost.<sup>1</sup> Simply, this impacts the bottom line of your business. Healthy workers have been shown to be more productive and take fewer sick days. A study by Medibank Private in 2005 compared healthy and unhealthy Australian workers, with the following results:

Unhealthy	Healthy
<ul style="list-style-type: none"> <li>• 18 days sick leave per year</li> <li>• Self-rated performance 3.7 out of 10</li> <li>• 49 effective hours worked (fulltime) per month</li> </ul>	<ul style="list-style-type: none"> <li>• 2 days sick leave per year</li> <li>• Self-rated performance of 8.5 out of 10</li> <li>• 143 effective hours worked (fulltime) per month</li> </ul>

If you would like to know more about creating effective workplace health, safety and wellbeing programs, email AHS at [michelle@absolutehealthservice.com.au](mailto:michelle@absolutehealthservice.com.au)

<sup>1</sup> National Council of Self Insurer's (2012)