

DPSA



EMPLOYEE HEALTH AND WELLNESS SERVICE DELIVERY

**STEERING COMMITTEE
SAINT GEORGE HOTEL, PRETORIA**

12 JUNE 2008

Presentation Outline



- Employee Health and Wellness
- Health and Productivity Management
- Presenteeism
- Absenteeism
- Gems Key Health Trends
- Disease Management
- Organisational Wellness
- Work Life Balance
- Monitoring and Evaluation

EMPLOYEE HEALTH AND WELLNESS



- The integrated approach to employee health and wellness recognises the importance of linking individual health, safety and wellness, as well as organisational wellness to productivity and improved service delivery outcomes.
- The vision for the EH&W Strategic Framework is to provide programmes that can develop and maintain healthy, dedicated, responsive and productive employees within the public service who can add value within public service organisations.

HEALTH AND PRODUCTIVITY MANAGEMENT



- Institute of Health and Productivity Management define Health and Productivity Management (HPM) as integration of data and services related to all aspects of employee health that affect work performance, it includes measuring the impact of targeted interventions on both employee health and productivity.
- ◆ Health Productivity and Management value chain design benefits and programs to provide incentives, change behavior, reduce risks, improve health, which impact medical costs and disabilities, improve functionality, which translates into enhanced worker productivity.
- Health related productivity loss is therefore defined as unnecessary absence from work as well as presenteeism.

PRESENTEESIM



- Presenteeism is understood as lost productivity because of health problems while at work and is a key focus in the EH&W efforts.

ABSENTEEISM



- **absenteeism from the workplace as a major problem**
- **The abuse and poor management of sick leave have serious financial implications and detrimental effect on service delivery.**

ABSENTEESIM



Before the adoption of PILIR

- Incapacity leave and ill-health retirements were not managed consistently, since a uniform and clear management of incapacity leave and ill-health retirements was lacking; and
- Incapacity was rarely if ever properly investigated and managed, because of departments lack of medical expertise and skills to investigate incapacity and ill health retirement;
- The usage of ill- health benefits and incapacity leave were exceptionally high. Particular trends were also detected in the usage of sick leave, i.e. a high percentage of absenteeism

GEMS KEY HEALTH TRENDS



According to the statistics from GEMS

1. Mental health admissions were the highest compared to other admissions.(37%)
2. Predominant Cost Drivers
 - Lifestyle related conditions
 - Infections
 - Mental Health
 - Pregnancy related
 - Musculoskeletal Conditions

GEMS KEY HEALTH TRENDS



- At an average stay length stay of 2.89 days per admission ,it implies that 45 757 working days were lost due to employees being hospitalized
- However, each admission results in additional days absent from work for recuperation
- Every working day that an employee is absent from work has a direct and indirect cost impact on the employer

GEMS KEY HEALTH TRENDS



Top 10 chronic Conditions by Frequency

- High Blood Pressure
- Non _Insulin- Dependent Diabetes
- High Cholesterol
- Clotting Disorders
- Asthma
- Menopause
- Hay fever
- Depression
- Underactivity Thyroid
- Gout

Disease Management



- Disease management aims at reducing healthcare costs and/or improving quality of life for individuals with chronic conditions by preventing or minimising the effects of a disease, or chronic condition.
- The idea is to ease the disease path, rather than cure the disease. Improving quality and activities for daily living are first and foremost. Improving cost, is a necessary component, as well



Organisational Wellness

- **The main focus is on promoting wellness on an organisational level, i.e., creating an environment in which employees have a good chance to be well and managing the work environment to promote individual and organisational outcomes simultaneously.**
- *The programme content*
 - burnout prevention, work engagement promotion, stress prevention, work-life balance promotion, relationships at work, leadership development, teamwork promotion, training and development
 - protection against and prevention of discrimination, victimization, harassment, and workplace violence and bullying, organisational development & support:

Work Life Balance



- **Home and Community Responsibilities**
- **Child Care and Family Support Management**
- **Retirement and Elder Care Management**
- **Wellness Management Flexibility Policy**





■ THANK YOU

DISCUSSIONS



The group to discuss what they see as important links between EH&W and Service delivery. How do we manage Performance in EH&W.