



Health and Wellness at Work



SCOPE

- Definitions
- Relationship between health and work
- Employee wellness programs
- Components
 - Benefits to employee
 - Benefits to company/institution
- Kenyan labour laws
 - DOSHS and Role of a Designated health practitioner
- Conclusion and Q & A



Definitions

- ▶ **Health according to the WHO** is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.
- ▶ **Wellness** is an active process of becoming aware of and making choices toward a healthy and fulfilling life. **Wellness** is more than being free from illness, it is a dynamic process of change and growth
- ▶ **Work** – an activity in which one exerts strength or faculties to do or perform a task; an activity that a person engages in regularly to earn a livelihood.
- ▶ **Employment** is a relationship between two parties, usually based on contract where work is paid for, where one party, which may be a corporation, for profit, not-for-profit organization, co-operative or other entity is the **employer** and the other is the **employee**.



Health and Work

- ▶ When an individual has a job their health and well-being improves. It gives a sense of purpose, self-esteem and confidence while also rewarding one financially.
- ▶ Studies show that an employee can spend up-to 80% of their waking hours at their place of employment.
- ▶ Therefore, an employee's workplace contributes greatly to their health and likewise their health will have a significant impact to the quality of their work.
- ▶ Healthy employees have been found to have improved productivity, have a better attitude towards their work, have better relationships with co-workers and senior management.



Health and Work

- ▶ An epidemic of “lifestyle diseases” has developed globally with unhealthy lifestyles, such as inactivity, poor nutrition, tobacco use, alcohol consumption, high stress levels
- ▶ Lifestyle diseases show marked increase in working age population that adds to the economic burden through illness-related loss of productivity due to absence from work (**absenteeism**) and reduced performance while at work (**presenteeism**).
- ▶ This greatly impacts employee health and well-being and the cost of health care coverage.
- ▶ In response, employers are adopting health promotion and disease prevention strategies, commonly referred to as **employee wellness programs**



Health and Work

- A study commissioned by Medibank Private recruited 3,620 employees from corporate (74%) and small business (26%) in Australia*
 - 'healthiest employees working approximately **143** effective hours per month compared to **49** effective hours per month by the least healthy'
 - 'employees with poor health behaviours have up to **nine times** the annual sickness absence of healthy individuals (**18** days compared to **2** days per year)'
- Study assessing effect of wellness programs on performance**:-
 - without wellness programs a company is **four times** more likely to lose talent in the next twelve months
 - With a wellness program the percentage of engaged employees increases from **7%** to **55%** and creativity and innovation increases from **20%** to **72%**

*<https://www.medibank.com.au/livebetter/newsroom/post/healthy-employees-are-three-times-more-productive>

**Right Management 2009, Wellness and Productivity Management: A New Approach to Increasing Performance, 15 July 2011, <http://www.rightmanagement.com.au/assets/x/50990>



Health and Work

- ▶ Medibank study on cost of presenteeism to business and economy
 - Cost of presenteeism to business was almost **4 times** that of absenteeism
 - The average productivity loss per employee from presenteeism is **2.54%** which equates to a loss of **6 working days** per employee per year
 - Depression, allergies, hypertension and diabetes have been revealed as the leading contributors to presenteeism

* Medibank's Sick at Work: The cost of presenteeism to your business and the economy. July 2011 http://www.medibank.com.au/client/documents/pdfs/sick_at_work.pdf



RAND STUDY 2013

- Rigorous and comprehensive study on employee wellness programs
- The authors employed four data collection and analysis streams:
 - Review of the scientific and trade literature
 - A national survey of employers
 - A longitudinal analysis of medical claims and wellness program data from a sample of employers
 - Five case studies of existing wellness programs in a diverse set of employers to gauge the effectiveness of wellness programs and employees' and employers' experiences.

* Workplace Wellness Programs Study RAND study 2013 [Soeren Mattke](#), [Hangsheng Liu](#), [John Caloyeras](#), [Christina Y. Huang](#), [Kristin R. Van Busum](#), [Dmitry Khodyakov](#), and [Victoria Shier](#)



RAND STUDY 2013

- ▶ Statistically significant and clinically meaningful improvements in exercise frequency, smoking behavior, and weight control.
- ▶ These improvements are sustainable over an observation period of four years
- ▶ One year participation in a weight control program was significantly associated with a reduction of body mass index (BMI) (kg/m²) of about 0.15 in the same year, and the effect persists for two subsequent years.
- ▶ Employers overwhelmingly expressed confidence that workplace wellness programs reduce medical cost, absenteeism, and health-related productivity losses
- ▶ Workplace wellness programs can help contain the current epidemic of lifestyle-related diseases, the main driver of premature morbidity and mortality as well as health care cost in the United States.

* Workplace Wellness Programs Study RAND study 2013 [Soeren Mattke](#), [Hangsheng Liu](#), [John Caloveras](#), [Christina Y. Huang](#), [Kristin R. Van Busum](#), [Dmitry Khodyakov](#), and [Victoria Shier](#)



Employee Wellness Programs

- Health Risk Assessment/Survey
- Clinical screenings or examinations with focused investigations
- Nutrition and fitness program
- Lactation program
- Ergonomic screening
- Psychometric testing
- Smoking cessation, Alcoholics anonymous
- Stress management, mental health screening



Employee benefits

- Increased productivity in all areas, work and personal life
- Improved health behavior
- Increased creativity and innovation
- Employee confidence and sense of belonging
- Employee motivation and resilience
- Reduced absenteeism and sick leave
- Reduced presenteeism and increased engagement at work



Company/Institution benefits

- Improved employee productivity and performance
- Increased employee engagement
- Reduced staff turnover
- Reduced compensation claims
- Reduced employer-sponsored health insurance costs



Meta-Evaluation of Worksite Health Promotion Economic Return Studies: 2012 Update [Larry S. Chapman](#)

- ▶ Decrease sick leave absenteeism by 25.3%
- ▶ Decrease workers compensation costs by 40.7%
- ▶ Decrease disability management costs by 24.2%; and
- ▶ Save **\$5.81** for every **\$1** invested in employee health and wellbeing

Workplace Wellness Programs Can Generate Savings [Katherine Baicker](#), [David Cutler](#), [Zirui Song](#)

- ▶ Meta-analysis on costs/savings made with employee wellness programs
- ▶ Medical costs fall by **\$3.27** and absenteeism costs fall **\$2.73** for every dollar spent.



Labour laws

- ▶ OSH Act 2007
- ▶ Work Injury Benefits Act 2007
- ▶ Subsidiary Legislation under OSH Act(13)
- Factories and other places of work act (**Medical examination rules**) 2005
L.N.24

Work Involving risk to health	Examination required and interval	Indication for Redeployment and Notification to the employer
Handling animals, animal products, animal carcasses, veterinary work, laboratory and health work	Clinical examination Pre employment and annual	All cases of definite or suspected zoonotic diseases.
Work with arsenic and its compounds	1. Clinical examination 2. Estimation of urinary arsenic content 3. Full size chest x-ray 4. Sputum cytology Pre employment and annual for all	(i) All cases of definite or suspected arsenic poisoning. (ii) Cases with urine arsenic levels of 500 <i>micrograms per litre</i> in two successive examinations at two weeks interval. (iii) All cases with evidence of cancer
Work where ionising and non-ionizing radiations are emitted.	Clinical examination Pre-employment and annual	Abnormal visual and/or clinical sign.
Work involving exposure to noise.	Audiometric examination Pre-employment and annual.	Cases with definite or suspected noise induced deafness. Cases with deterioration of hearing loss of 20dB or more in two successive examinations within two weeks.

Work where asbestos is handled

1. Clinical examination
 2. Lung function tests.
 3. Full size chest x-ray
 4. Sputum cytology
- Pre-employment and annual for all

- (i) Symptomatic worker.
- (ii) Progressive deterioration in chest X-ray findings.
- (iii) Suspected or diagnosed cases of asbestosis is and/or mesothelioma and bronchogenic carcinoma.



DOSHS

- ❖ Directorate of occupational safety and health services(DOSHS) – under the Ministry of Labour and Social Protection
- Main functions – Ensures compliance of workplaces to OSH act 2007, workers compensation under WIBA 2007, workplace inspection, implements the national occupational health and safety and health policy 2012
- DOSHS approves individuals through certification to perform duties on their behalf and report their findings and recommendations to DOSHS e.g. air quality monitors, OSH advisors, OSH trainers, fire safety inspectors, designated health practitioners(DHP's)



DESIGNATED HEALTH PRACTITIONER

- ▶ A medical doctor licensed by the Director of DOSHS to conduct medical examinations at workplaces on their behalf
- ▶ Provide a report to the Director with findings and recommendations regarding the health of the staff.
- ▶ This is guided by the subsidiary legislation under the OSH Act, Factories and other places of work (Medical examination rules) 2005 L.N.24
- ▶ Stipulates the role of a DHP and a list of medical examinations required based on the hazards the workers are exposed to and the frequency they should be done.



OCCUPATIONAL DISEASES

- Zoonotic diseases – Contact with animals, animal carcasses, bodily fluids; veterinary work
- Blood-borne and air-borne diseases – Direct or indirect human contact
- Pneumoconiosis – Anthracosis (coal miner's pneumoconiosis), Silicosis, Asbestosis
- Sensorineural hearing loss
- Poisoning– Cadmium, Benzene, Iron, Lead, Organophosphates, Manganese, Mercury
- Ionizing radiation
- Decompression sickness – divers, submarine workers
- Ergonomic diseases – Carpal tunnel syndrome, Hand Vibration syndrome, Low back pain
- Eye diseases – Toxic amblyopias, Keratitis, Optic neuritis, Ocular palsies, Visual acuity disorders, 'Arc Eye' (Welders)



Thank you!

➤ **Dr Anne Njuguna**

- MBChB, UoN
- Occupational health and Safety MSC (Cardiff University)
- DOSHS certified Designated health practitioner
- Founder, **AJIRA AFYA LIMITED**

➤ **Contacts**

- 0725692484/0787226860
- P.O. Box 104400 – 80100, Mombasa, Kenya
- Email – anne@ajiraafya.co.ke
- Website – www.ajiraafya.co.ke

