

# WORKPLACE HEALTH 2.0

What might you be missing out on? Understanding what the data is telling us.

REBA, June 2017

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# 1. CONTEXT

EPIDEMIOLOGY, LIFE CYCLE NEEDS, TALENT  
MANAGEMENT

# OUR CHANGING WORLD



## WORLD OF WORK

Work Life Balance  
replaced by  
Work Life Integration



## SELF-MANAGING HEALTH

Wellness and “Quantified self”



## DIGITAL COMMUNICATION

Smart. Mobile. Personalised



## BIG DATA DRIVING BEHAVIOURS

Evidence-based tools to support decisions



## AGEING POPULATION

By 2020, 25% of the **workforce** will be over 55 (up from 19.5% today)



## WORKPLACE DIVERSITY

5 Generations in the workplace. Increasing role of female leaders



## ROLE OF EMPLOYER

Benefit Owner to  
Benefit Facilitator



## PEOPLE LIVING LONGER

Average life expectancy UK  
**81 years old.**



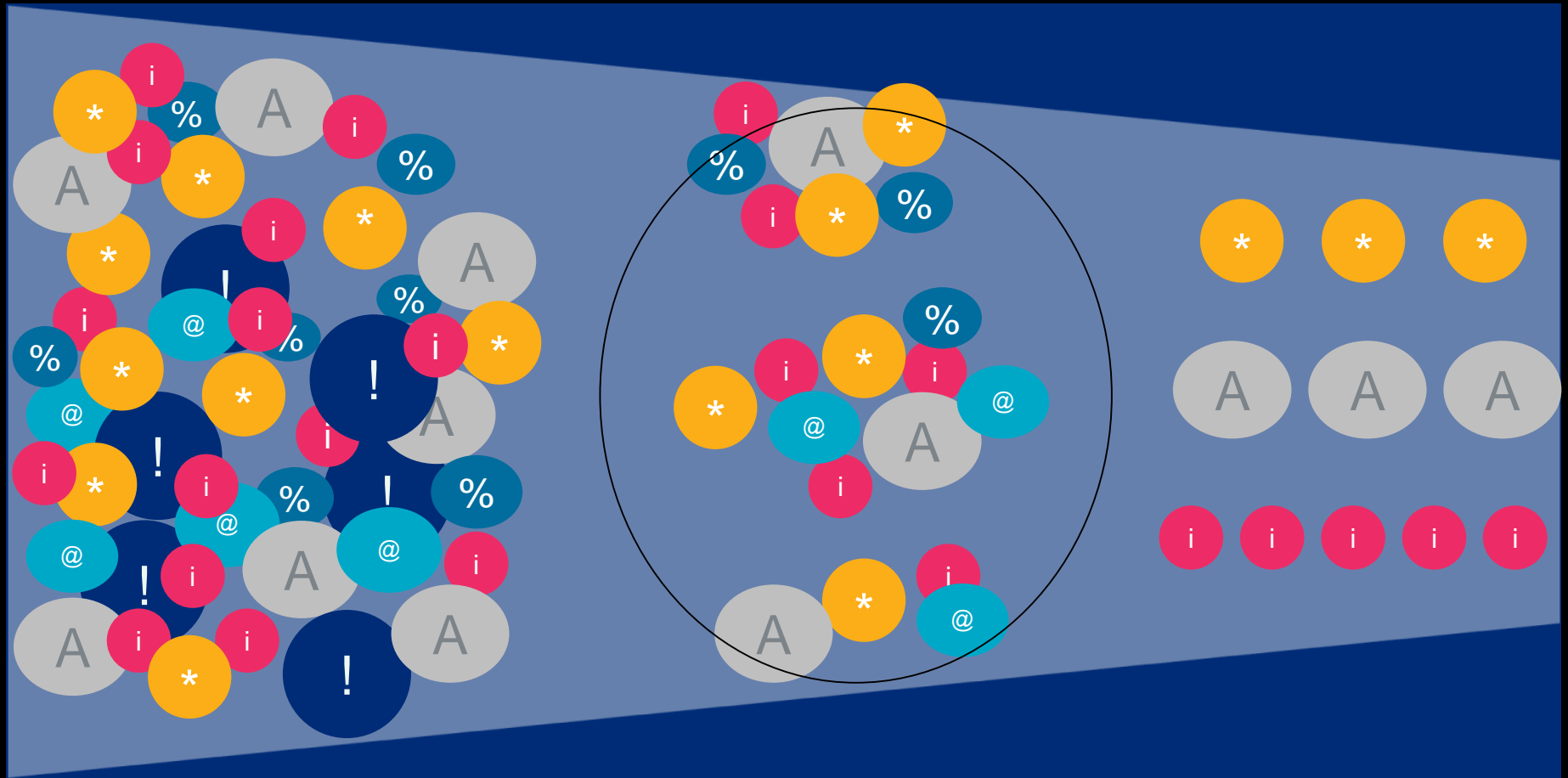
## RISE OF THE FREELANCER

By 2020 50% of employees in US will be freelancers.

## 2. DATA

The background of the slide is composed of four distinct horizontal bands. The top band is a solid dark blue. Below it is a solid black band. The third band is a light blue color with a wavy, undulating top edge. The bottom band is a solid cyan color, also with a wavy top edge that follows the contour of the light blue band above it.

# DATA DRIVEN HEALTH MANAGEMENT



CLAIMS

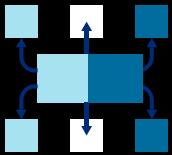
HEALTH RISK DATA

DASHBOARDS



# HEALTH DASHBOARD

## DATA COLLECTED FROM THE FOLLOWING SOURCES



Employee  
Demographics



Sickness  
Absence



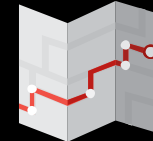
Medical  
Plan



Group  
Income  
Protection



Occupational  
Health



Employee  
Assistance  
Programme



Britain's  
Healthiest  
Workplace

Health risks are linked to business continuity.

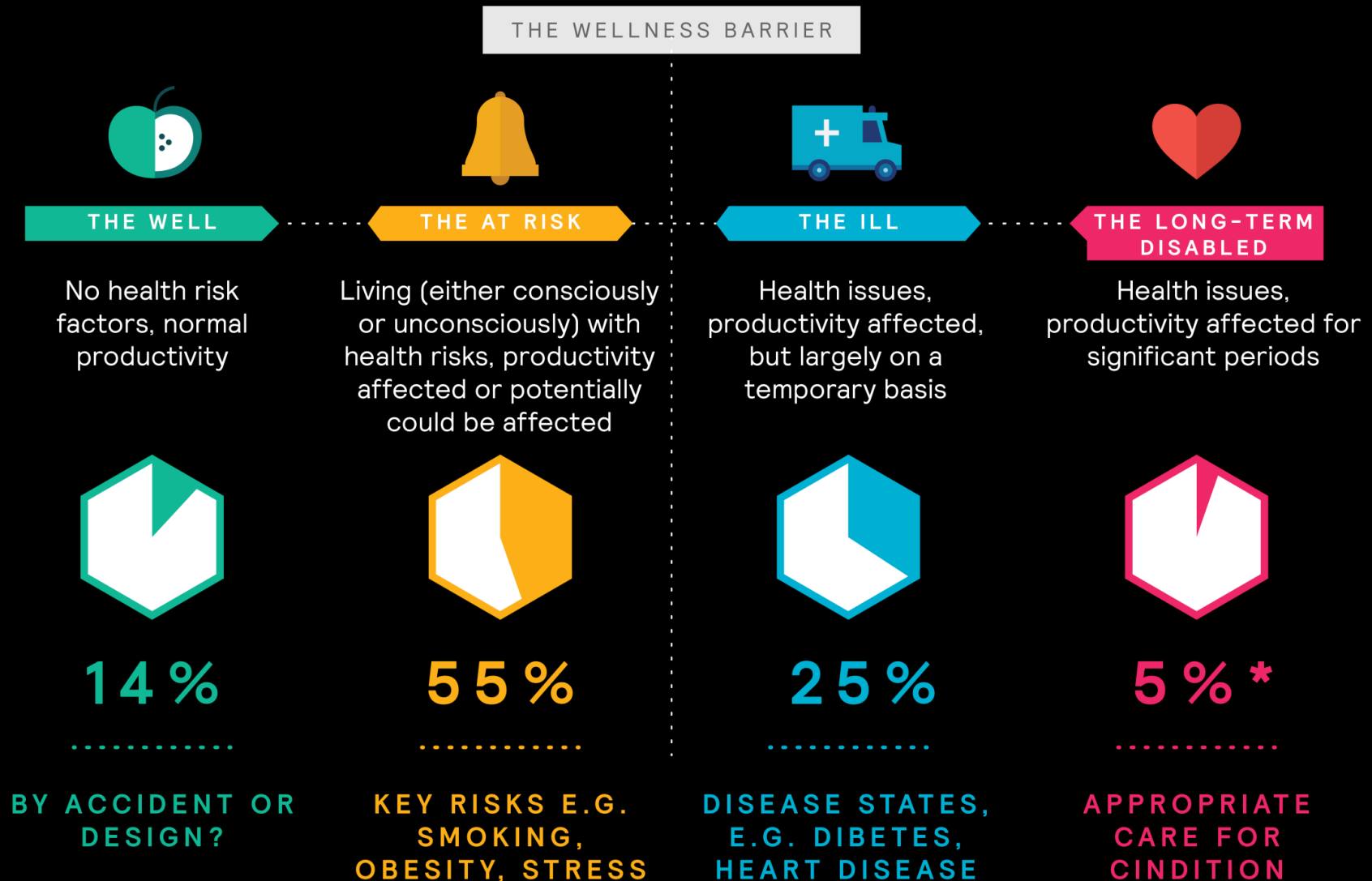
Claims management is essential to keep medical inflation in check.

Integrated data analysis is the prerequisite for a health strategy with impact.

Impact consists of clinical and economic parameters.



# THE WELLNESS BARRIER



# BRITAIN'S HEALTHIEST WORKPLACE 2016

## KEY FINDINGS



UK employees were on average

**4 years**

**& 3 months**

older than their chronological age

Cost 27.5 days lost per employee per year

## PERCENTAGE OF PEOPLE WITH UNHEALTHY BEHAVIOURS



22%  
Increased BMI



35%  
Physical activity  
150 minutes or less per week



36%  
Chronic conditions  
At least one chronic condition



50%  
Nutrition  
Not eating five fruit and veg



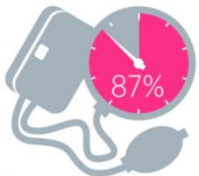
37%  
Smoking  
Current and former smokers



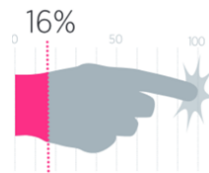
31%  
Alcohol exceeding recommended units

## WHAT WORRIES EMPLOYEES?

Work-related stress



Bullying



Financial concerns



Sleep deprivation





### 3. HEALTH + ENGAGEMENT = PRODUCTIVITY



# THE DIMENSIONS OF WELLBEING

## Physical

Fitness  
Risks  
Nutrition  
Activity  
Sleep  
Sex  
Parenting  
Substances  
Senses  
Clinical



## Emotional

Attitude  
Support  
Positivity  
Negativity  
Traumas  
Stress  
Relaxation  
Strength  
Learning  
Understanding



## Spiritual

Exploration  
Meditation  
Relaxation  
Harmony  
Balance  
Religion  
Thought  
Meaning  
Self  
Mindfulness



## Social

Relationships  
Networks  
Communication  
Social media  
Teamwork  
Empathy  
Listening  
Interaction  
Discussions  
Clubs



## Intellectual

Knowledge  
Skills  
Education  
Teaching  
Creativity  
Culture  
Questioning  
Open-mindedness  
Travel  
Experience



## Financial

Debt  
Fear  
Budgeting  
Organisation  
Efficiency  
Discounts  
Savings  
Awareness  
Stress  
Control



## Environmental

Future  
Recycling  
Energy  
Awareness  
Air and noise  
Transport  
CO2  
Weather  
Health impact  
Sustainability

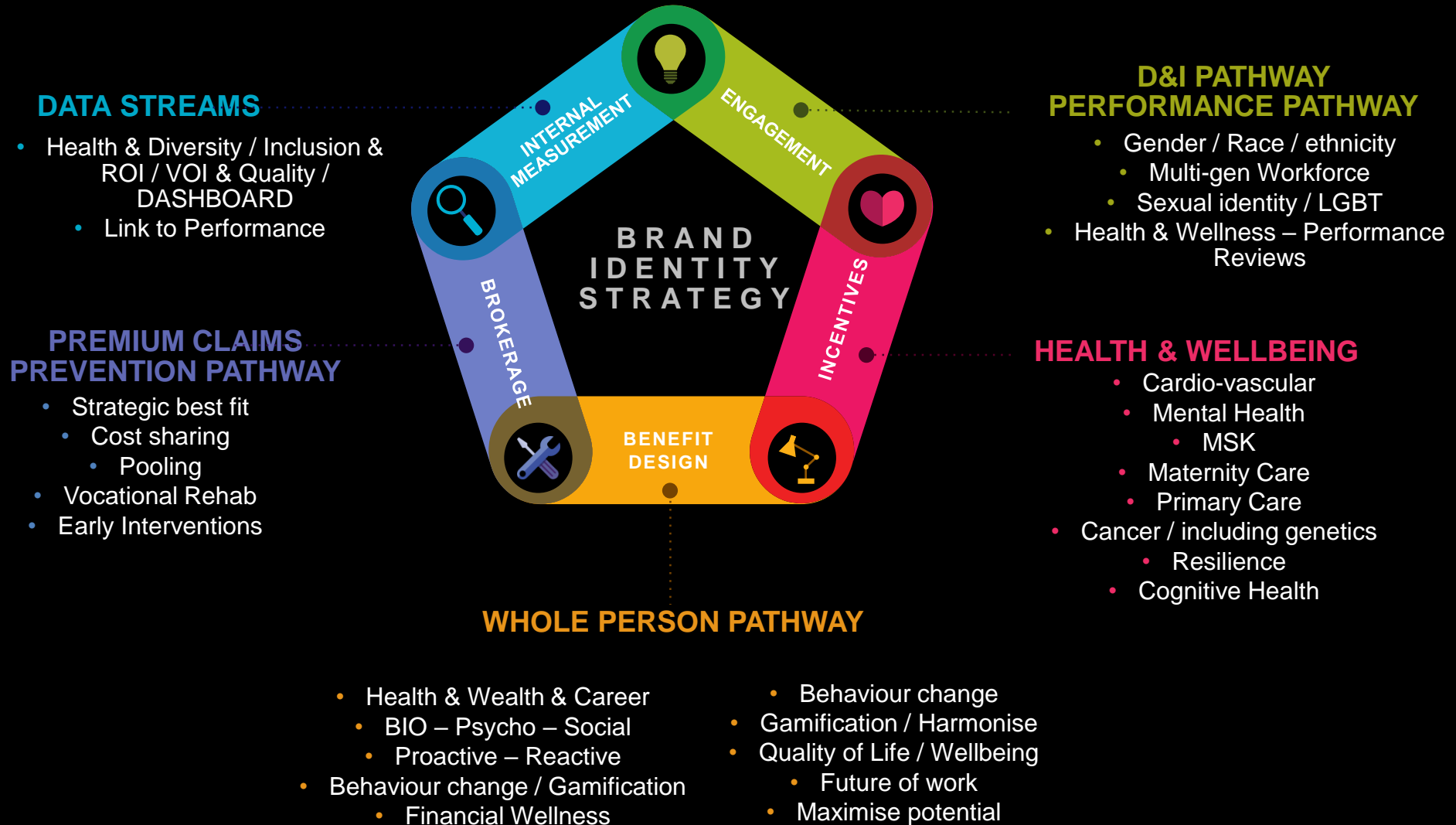


## Occupational

Career  
Status  
Environment  
Goals  
Talent  
Conflict  
Volunteering  
Rewards  
Communication  
opportunities



# WORKPLACE HEALTH 2.0

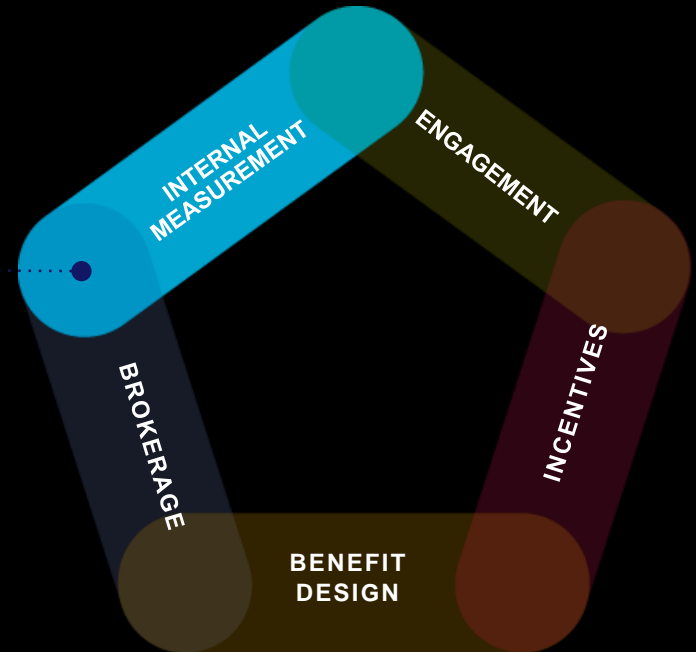


# WORKPLACE HEALTH 2.0



## DATA STREAMS

- Health & Diversity / Inclusion & ROI / VOI & Quality / DASHBOARD / HEAT MAP of Life / Happiness
  - Link to Performance
  - Data & insights-driven

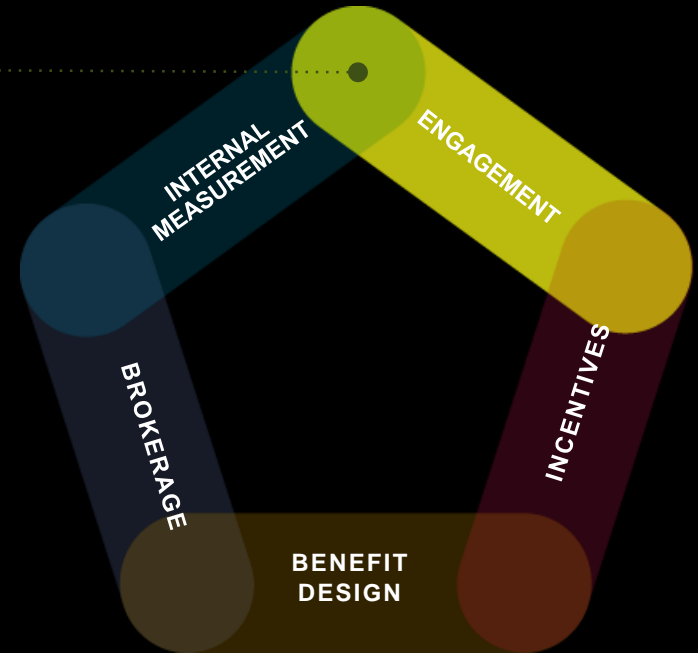


# WORKPLACE HEALTH 2.0



## D&I PATHWAY PERFORMANCE PATHWAYS

- Gender / Race / ethnicity
  - Multi-gen Workforce
  - Sexual identity / LGBT
- Health & Wellness – Performance Reviews
  - Motivational management
    - Life stages

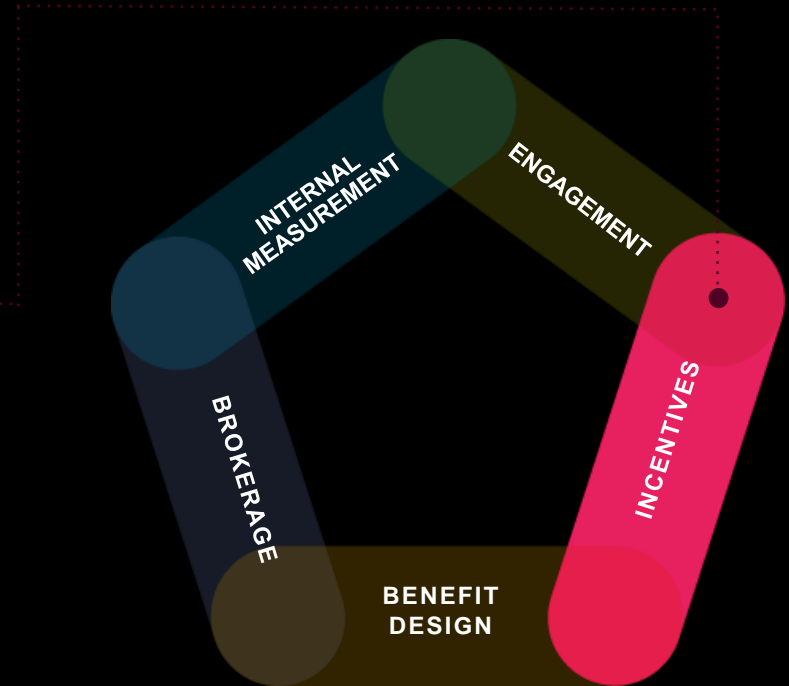


# WORKPLACE HEALTH 2.0



## HEALTH & WELLBEING

- Cardio-vascular
- Mental Health
  - MSK
- Maternity Care
  - Primary Care
- Cancer / including genetics
  - Onsite Clinics
  - Resilience
- Cognitive Health

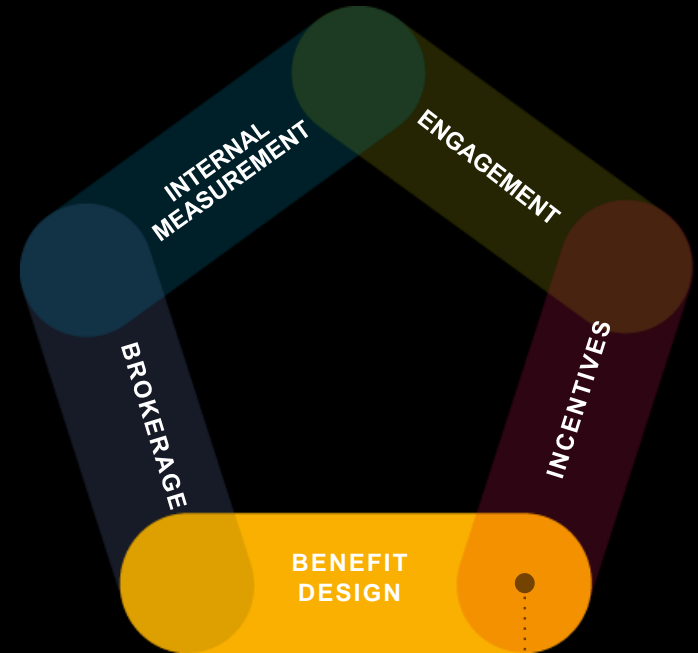


# WORKPLACE HEALTH 2.0



## WHOLE PERSON PATHWAY

- Health & Wealth & Career
  - BIO – Psycho – Social
    - Proactive – Reactive
- Behaviour change / Gamification
  - Financial Wellness
  - Behaviour change
    - Gamification
- Quality of Life / Wellbeing



# WORKPLACE HEALTH 2.0

## PREMIUM CLAIMS PREVENTION PATHWAY



- Strategic best fit
  - Cost sharing
    - Pooling
- Vocational Rehab
- Early Interventions

