

A collaborative way ahead – The Workforce Health and Wellbeing Project



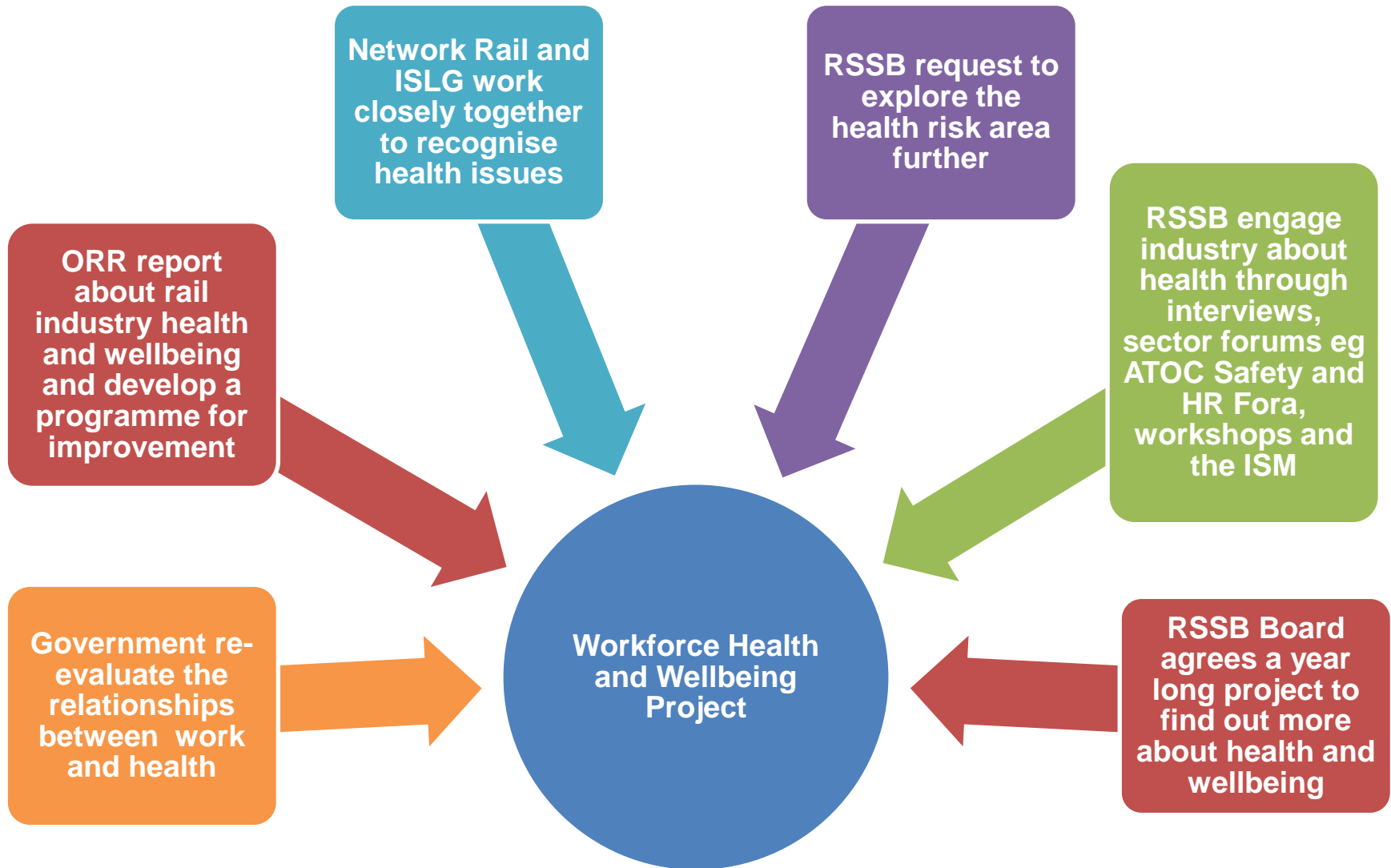
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7th November 2012

This presentation will cover



- 1. What is the Workforce Health and Wellbeing Project?**
- 2. Considering the case for health**

Timeline to project establishment



Health and Wellbeing Challenges for the Railways...



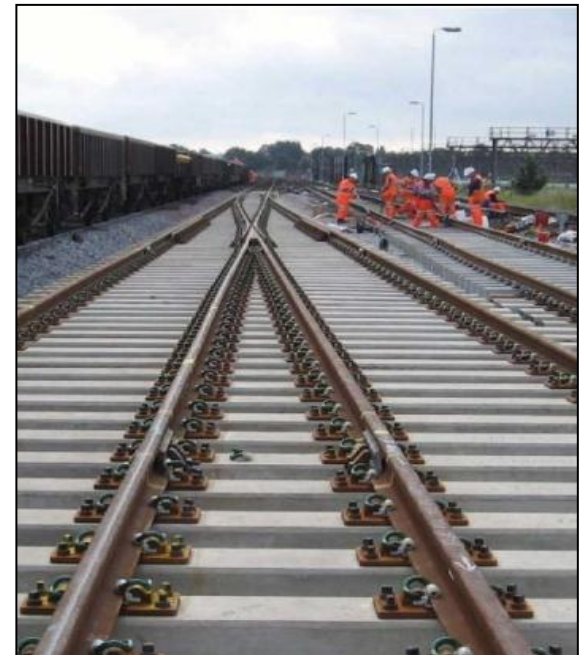
Workforce Challenges:

- Shift workers, largely male
- Anti-social hours
- Every day of the year, in all weathers
- Increasing retirement ages
- Range of jobs, heavy engineering to train drivers to office staff
- Health and wellbeing for **all** staff



Management Challenges:

- Little data within the industry
- Uncertainty on how to buy OH and well-being services intelligently
- Growing recognition of the need for inclusive health management



Prepare the ground and develop a platform to enable the integration of proactive health management into the everyday activities of companies

- Continue to raise awareness, build the case and appetite for managing health across the industry
- Understand the resources needed to enable proactive management of health and provide industry with support where needed.
- Help the industry assurance itself that it is proactively responding to the challenge of occupational health.



Industry Collaboration



RSSB
Board
Review



Cross industry
representation
on project groups



Interviews



Workshops



Cross
Sector
forums

ATOC Fora

FOC Companies

Network Rail

ISLG

Trade Union
Membership

Association of Rail
Industry Occupational
Health Providers

1. Development of a health data collection framework

Developing options for health data collection and its use

2. Identification and sharing of good health management practice

Web pages to set out health information and good practices

Proactive health relationships – providers/customers, organisational roles

Health standards and policies for the rail industry

3. Specific health tools and research

Health risk assessment for line managers

Considering the case for rail industry health

This presentation will cover



1. What is the Workforce Health and Wellbeing Project?
2. **Considering the case for health**

Considering the case for health



Aim:

Collate further information on the case for health

Objectives:

- Gather further information to show whether it is pointing in the same direction
- Continue building a rich picture of industry health
- Prepare the ground for continued data gathering

The ORR estimates that 3.5 million working hours are being lost due to ill health per annum.

RSSB suggests that the total cost associated with an identified 'top five' occupational health risks is approximately £220 million per year.



The HSE recognises:

Asbestos is the single greatest cause of work-related deaths in the UK with around 4000 deaths each year

Parcelforce Worldwide (c. 4,500 employees in UK)

Introduced comprehensive wellbeing and health programmes:

- Sickness absence reduced by one third, saving £55m
- Compensation claims reduced by two thirds, saving £1m
- Productivity increased by 12.5%
- Overall: **£2.25m investment yielded £6m in direct cost savings**

Digital Outlook (27 employees)

Implemented a variety of wellbeing initiatives:

- 95% improvement in sickness absence rates: **4 days per year in 2006 down to 0.22 days in 2008**
- Reduced staff turnover from 34% in 2007 to 9% in 2008 making savings in recruitment and training costs

British Gas (c. 25,600 employees)

Implemented back care workshops:

- Back-related absence reduced by 43%
- 58% of staff improved their attendance
- Return on investment was **£31 for every £1 spent**

- 1. Identify further sources of health data and verify against existing sources**
- 2. Break down absence rates across the industry for different roles to identify hotspots**
- 3. How do we compare against other industries**
- 4. What will it look like in the future? - Go and speak to government**
- 5. Compare against HSE and ORR costs identified**

- 1. Need to establish a steering group**
- 2. Need to clarify the important levers for making the case for health**
- 3. Need further organisational data**

Thank you for your time, please contact me if you have any questions

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