

THE FUTURE@WORK HEALTH REPORT

Employees and their Workplace



Executive Summary

November 2006

Commissioned by

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Executive Summary

Introduction

Australian employers are facing serious challenges trying to attract and retain workers in an era of a shrinking, ageing workforce. Many employers are meeting this challenge with a range of workplace strategies to enable them to claim “employer of choice” in their particular sector. Another emerging challenge is that the workforce is facing major health risks. Heart disease, obesity, diabetes, cancer and stress are lifestyle health issues no employer can afford to ignore. Every 10 minutes an Australian dies from heart disease, we are facing an obesity epidemic with 60% of adults overweight or obese, diabetes is our fastest growing disease and stress is a major cause of extended absenteeism.

The rapidly changing world of business and increasing demands on employees is taking its toll on employee health and perpetuating these lifestyle diseases. Today’s employee is working longer hours and is under increasing stress. Inability to manage work/life balance is causing employees to neglect their health. This directly affects productivity, staff retention and the business bottomline.



Corporate social responsibility, being an employer of choice and productivity are the business drivers for the increasing focus on employee health and wellbeing. This is reflected in the growing demand for green buildings, the institution of work/life balance policies and technology to support flexible work styles and the trend to provide amenities such as onsite gymnasiums and child care facilities.

Leighton Properties and Grosvenor Australia commissioned workplace health leader Wesley Corporate Health to produce a report on the major health risks affecting today’s workforce, their impact on productivity and the impact of the workplace environment on health. The Future@Work Health Report is the result of this research and presents strategies employers can implement to improve employee health, productivity and their image as employers of choice and good corporate citizens.

The Future@Work Health Report outlines the key findings of Wesley Corporate Health’s health data on 8,600 employees as well as Australian and overseas workplace health studies. The Report examines trends towards green buildings, campus style buildings and smart workplaces and examines how their features can reduce the major workforce health risks and provide the ideal healthy environment for the Future@Work. The Future@Work Health Report presents the health and business case for a healthy workplace environment.

The Future@Work Health Report presents the health and business case for a healthy workplace environment and reveals workplace strategies to address the major health risks affecting today’s workforce



The Report examines trends towards green buildings, campus style buildings and smart workplaces finding that their features can reduce the major workforce health risks and provide the ideal healthy environment for the Future@Work



The Future@Work Health Report

Key Findings – The Future@Work Health Report

The Future@Work Health Report researched and authored by Wesley Corporate Health has found the following:

- Heart disease, obesity, diabetes, cancer and mental health issues are the major health issues facing today's worker.
- Health risks can be reduced by workplace health strategies.
- Health risks can also be addressed by occupying a healthy, green building with facilities to promote work/life balance.
- A Wesley Corporate Health study of 4,800 employees found that the average worker had 2.9 health risks and was potentially up to 6.96% less productive because of these risks.
- The Wesley Corporate Health study compared US results and found Australian workers had higher health risks than workers in the US. The average US worker in a major study had 2.1 risks.
- The study estimated the effect on the Australian economy from lost productivity due to ill health was \$34.8 billion per annum or 4.2% of GDP.
- Another Wesley Corporate Health study of 3,900 employees revealed that those who score highly on mental health surveys (for stress, anxiety and depression) are three times more likely to take extended sick leave.
- A Wesley Corporate Health study of 800 management staff found 26% were at risk of metabolic syndrome which increases the risk of cardiovascular disease and diabetes.
- The total cost of absenteeism is estimated to be 3 to 5 times the initial salary cost.
- Presenteeism costs are estimated to be double the direct cost of sick leave.
- The Future@Work Health Report found that proactive organisations which implement health promotion strategies in the workplace can reduce their employee's health risk factors by up to 56%.
- The Report found that productivity gains of up to 15% can be achieved by upgrading the workplace environment. 80% of the documented productivity gains are attributed to better indoor environmental quality (IEQ); specifically lighting, day lighting and air quality gains.



Workforce Challenges

Key Findings – Workforce Challenges

- Australia's population is ageing. The median age of the Australian population in 2005 was 36.7 years and the projected median age by 2050 is 45.2 years. Australia has 1.2% population growth, which is expected to slow. A third of the current workforce are aged 45 years and over and intend to retire in the near future. As the workforce ages ill health in the workforce increases.
- The workforce will comprise of an extended intergenerational workforce. Generation X and generation Y are already present in the workforce and have distinctly different working styles, needs, expectations and health risks.
- Australia is facing a skills shortage. Employer investment in training stagnated in the 1990s, structured training fell from 1.7% to 1.5% of payroll in 2003 and unemployment hit a low at 4.8% in July, 2006.
- Today's workforce is facing increased workloads, job intensification and longer hours. From 1982 to 2002 the number of people working 50 hours per week or more increased by 7% for males and 3% for all employees. Only 7% of employees worked their full time hours between 9 am to 5 pm, Monday to Friday. Average working hours for full and part time workers are also increasing.
- Casual and non standard employment is growing. Casual employees in the workforce increased from 16% in 1984 to 26% in 2004.
- More women are working. There has been a 13% increase in the number of women working between 1979 and 2004. 60% of mothers aged 15 to 44 with dependent children are in the workforce. 56% of households have two breadwinners and fathers are increasingly using flexible working arrangements to help care for their children.
- Employee care giving for elderly parents is expected to increase as the population ages.

Today's workforce is facing increased workloads, job intensification and longer hours



As the workforce ages, ill health in the workforce increases



Workforce Health

Key Findings - Workforce Health

The Future@Work Health Report reveals the major health risks affecting today's workforce are heart disease, obesity, diabetes, cancer and mental health issues (stress, anxiety and depression). Asthma, back and neck pain, smoking and excessive alcohol consumption are also affecting today's workers.

Disease Burden and Working Age

- In younger male groups (15-34 years) the leading causes of disease burden are mental health issues followed by substance abuse.
- In younger female groups (15-34 years) the leading causes of disease burden are mental health disorders and asthma.
- In older male groups (35-64) the leading causes of disease burden is cancer followed by cardiovascular disease.
- In older female groups (35-64) the leading causes of disease burden are cancer, followed by mental health issues.
- Today's executives are at high risk for heart disease, obesity, stroke, diabetes and cancer.
- A Wesley Corporate Health Study of 800 management staff found 26% were at risk of metabolic syndrome. This is a group of risk factors that, when combined, multiply the risk of diabetes by five times and cardiovascular disease by two and a half times. These lifestyle risk factors include increased weight and girth, cholesterol levels, high blood pressure and raised blood glucose levels.

Today's executives are at high risk for heart disease, obesity, stroke, diabetes and cancer



A Wesley Corporate Health Study of 800 management staff found 26% were at risk of metabolic syndrome



Table 1 Health at the Top

2005 Wesley Corporate Health Evaluation of 800 Management Staff		
Risk Factor	Unacceptable Parameters	% of Staff
Body Mass Index	Overweight greater than 25 BMI, Obese greater 30 BMI	73%
Waist : Hip Ratio	Greater than 0.9 males, 0.8 females	63%
Body Fat	Greater than 22% male, 33% female	62%
Diet and Nutrition	WCH questionnaire	52%
Exercise Activity	No regular adequate exercise	50%
Resting ECG	Abnormal	4%
Cardiac Ratio	Greater than 4 (Total Cholesterol / HDL)	29%
Blood Pressure	Over 150mmHg systolic, over 90 mmHg diastolic	19%
Blood Glucose	Greater than 5.6 mmol/L	50%
Metabolic Syndrome	Risk due to high girth, low HDL mmol/L, high blood pressure and increased fasting plasma glucose	26%
Stress	Above normal on the Depression, Anxiety and Stress Scale	11%
Anxiety	Above normal on the Depression, Anxiety and Stress Scale	8%
Depression	Above normal on the Depression, Anxiety and Stress Scale	7%
Lung Function	Less than 75% (FEV1/FVC)	12%
Smoking	Regular smoking	9.5%
Alcohol	More than 20 standard drinks/week	10%



Health and Productivity

Key Findings - Health and Productivity

Health Risks and Decreased Productivity

- Absenteeism is estimated to cost Australian employers \$9 billion or 2% of GDP based on an absence rate of 2.5%. It is primarily caused by absence due to ill health. The total cost of absenteeism made up of direct leave, indirect business compensatory costs and productivity losses is estimated to be 3 to 5 times the initial salary cost.
- Presenteeism costs (when workers are on the job, but not performing at their best) are estimated to be double the direct cost of sick leave. Presenteeism is linked to obesity, stress, back and neck pain, allergies, and lack of physical activity.
- The Future@Work Health Report identifies the link between the presence of health risks and decreased productivity. In a landmark US study (Table 2) of over 28,000 employees where 12 health risks were studied, the average number of health risks was 2.16 leading to health related productivity loss of 4.5%.

Table 2 Burton et al 2005 USA Study

Health Risks	Health Risk Productivity Loss
1 risk	2.4%
2.16 risks (average employee)	4.5%
Medium risk 3 - 4	6.2%
High risk 5+	12.2%

- A Wesley Corporate Health Study of over 4,000 employees (Table 3) found the average number of health risks was higher than the US at 2.9, with potential productivity losses at 6.96%.
- This is estimated to cost the Australian economy \$34.8 billion each year.
- Those with 5 or more health risk factors (deemed high risk) were estimated to be 13% less productive.

Table 3 Wesley Corporate Health Data

Health Risks	Health Risk Potential Productivity Loss
1 risk	2.4%
Low risk 0 - 2	4.8%
2.9 risks (average employee)	6.96%
High risk 5+	13%

Table 4 The Cost of Health Risks in the Workforce

Cost of Lost Productivity for the Average Employee	
Average number of health risk factors	2.9
Average decrease in productivity per health risk	2.4%
Potential loss in productivity	6.96%
Average employee wage (assumed)	\$50,000
Cost of lost productivity per employee per year	\$3,480
Total cost of health related lost productivity in 1000 employees	\$3,480,000
Australian Economy - potential estimated cost of lost productivity each year	\$ 34.8 billion

The total cost of absenteeism is estimated to be 3 to 5 times the initial salary cost



Presenteeism costs are estimated to be double the direct cost of sick leave



A Wesley Corporate Health Study of over 4,000 employees found the average number of health risks was higher than the US at 2.9, with potential productivity losses at 6.96%



Loss of productivity is estimated to cost the Australian economy \$34.8 billion each year

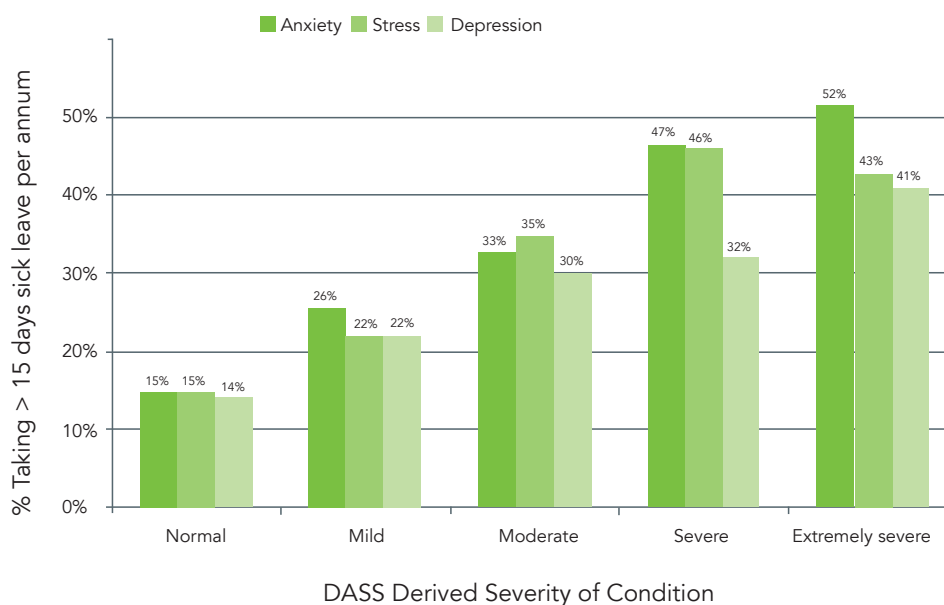


Mental Health Issues

Mental Health Issues and Decreased Productivity

Another Wesley Corporate Health study of 3,900 employees revealed that people who score highly on workplace mental health surveys (for anxiety, stress and depression) are three times more likely to take extended leave. Extended leave is defined as absenteeism of greater than 15 days per year.

Figure 1 Wesley Corporate Health Study of 3,900 Employees Psychological Health versus Extended Absence



- The Future@Work Health Report found that the value of claims for occupational stress are up to three times higher than non occupational stress claims.
- As well as anxiety and depression, stress is linked to heart disease, headaches, irritable bowel syndrome, rheumatoid arthritis and cancer.
- Behavioural effects of stress can lead to smoking and increased alcohol consumption, poor sleeping, eating and exercise regimes. These are risk factors for ill health which in turn reduces productivity.
- The Future@Work Health Report found that over 90% of the long term costs for any workplace are employee costs. Staff related costs from absenteeism, presenteeism, productivity losses and staff turnover dwarf many other business expenses including accommodation related expenses.

People who score highly on workplace mental health surveys are three times more likely to take extended leave



The Report found that over 90% of the long term costs for any workplace are employee costs

The Workplace Environment

Key Findings – The Workplace Environment's Effect on Health and Productivity

The Future@Work Health Report found that the workplace environment can have a negative effect on employee health and productivity.

Physical Workplace Environment

Internal Environment Quality (IEQ)

IEQ includes air quality, ventilation, location, temperature, lighting, view and noise:

- Poor IEQ is linked to respiratory disease, Sick Building Syndrome (SBS) and stress. It is estimated to cost the Australian economy \$12 billion per annum.
- Indoor air quality (IAQ) is a major part of IEQ. Over 350 volatile organic compounds (VOCs) have been identified in indoor air. Air pollution is considered as a risk factor for chronic bronchitis, chronic obstructive pulmonary disease and asthma. Respiratory disease is the number one cause of workplace absence due to ill health. Asthma is Australia's most widespread chronic health problem affecting over 2.2 million Australians.

Poor IEQ is linked to respiratory disease, sick building syndrome and stress. It is estimated to cost the Australian economy \$12 billion per annum



Table 5 Diseases and Illness Related to Buildings

Disease/Illness	Cause
Hypersensitive pneumonitis	Moulds, moisture
Organic dust toxic syndrome	Gram-negative bacteria
Contact dermatitis	Moulds, laser toner, copy paper
Contact urticaria	Office products, copy paper
Eye irritation	Low relative humidity, VOCs, particulates
Nasal irritation	Low relative humidity, VOCs, particulates
Central nervous system symptoms	VOCs, carbon monoxide, cytokines from bio aerosol exposure
Legionnaires' disease	Aerosols from contaminated water sources, shower heads, aerator taps, humidifiers, potable water sources (hot water heaters)
Rhinitis sinusitis	Moulds, laser toners, copy paper, cleaning agents
Asthma	Indoor allergen concentrations - moulds, VOCs including formaldehyde and nitrogen from for e.g. paint, laser toner, copy paper, cleaning agents and tobacco smoking
Allergies	Any of dust/ particulates, moulds, VOCs including formaldehyde from for e.g. office products, copy paper, laser toner
Lung cancer	Carcinogens (including radon gas, tobacco smoke, asbestos & cleaning agents)
Sick Building Syndrome	Thought to be indoor allergen concentrations, moulds, VOCs including formaldehyde and nitrogen from laser toner, copy paper, cleaning agents and tobacco smoking
Respiratory illness	Moulds, moisture, VOCs, nitrogen oxide, and smoking

Internal Environment Quality (IEQ) (continued)

- The Green Building Council of Australia Green Building Ratings place strong emphasis on IEQ and absence of VOCs in green buildings (considering items such as furnishings, paint, carpet, adhesives, sealants and flooring materials).
- Sick Building Syndrome (SBS) symptoms are acute symptoms of ill health associated with occupancy in a specific building, but not indicating a specific disease. Existing studies report between 5% and 40% of all office workers experience these symptoms. In 2005 the NSW Department of Works estimated that absenteeism as a consequence of SBS costs \$125 million per year.
- Temperature and excessive noise have been linked to stress levels which affect health and productivity.
- Artificial light is linked to ill health and decreased productivity due to decreased alertness and diminished sleep quality. Therefore green buildings have a strong emphasis on daylight.



Furniture and Equipment Layout

- Poor ergonomic (furniture and equipment) layout leads to workplace accidents, musculoskeletal injury and neck and back pain. It is the most common cause of workers compensation claims and decreases productivity.
 - Work-related muscle and soft tissue injuries, or sprains and strains, account for 62% of WorkCover claims, and cost the community up to \$500 million each year.
 - Back problems account for an estimated \$700 million (23% of total musculoskeletal costs), followed by osteoarthritis (\$624 million), and disorders of muscles, tendons, and soft tissue (\$519 million).
 - Musculoskeletal diseases have been calculated by The Australian Institute of Health and Welfare to cost \$3 billion per annum, the third most costly group of conditions and 9.5% of total health care costs.



Work/Life Culture

- Wesley Corporate Health research has found organisational culture and management style, together with time pressure and lack of work/life balance have high impacts on employee psychological health.
- A Wesley Corporate Health Study found that employees who have mental health issues (stress, anxiety and depression) are three times more likely to take extended leave (greater than 15 days per year).
- Working longer hours, time pressures and lack of control over work styles increase employee stress.
- Poor work/life balance in the workplace leads to increased stress which impacts on health.
- The Future@Work Health Report found that the value of claims for occupational stress are up to three times higher than non occupational stress claims.

Organisational culture and management style, together with time pressure and lack of work/life balance have high impacts on employee psychological health



Reducing Health Risks

Reducing Health Risk Factors in the Workplace

- The Wesley Corporate Health Study found that proactive organisations which implement health screening and health promotion strategies can reduce employee health risks by up to 56% at a rate of 10% per year.

Table 6 Wesley Corporate Health Data

Potential Organisational Health Risk Reduction	
Average number of health risk factors	2.9 risks
Long term target	1.25 risks
Achievable annual rate of reduction	10%
Potential reduction in health risk group of 2.9 factors	56%
Potential reduction in health risk of group with 5+ risk factors	76%

Reducing Health Risks Increases Productivity

Given the link between employee health risks and reduced productivity, there is also a correlation between reducing health risks and improving productivity. This correlation is consistent in worldwide research from established centres specialising in evidence based practice of health and productivity management of corporations.

Based on the earlier productivity losses table of the average Australian employee with 2.9 health risks, the following gains can be made by reducing these health risks:

- For an employee on \$50,000 per year, reducing their health risk factors by 2.90 is potentially worth up \$3,480 per year per employee in productivity gains. In an organisation of 1,000 employees, with the average of \$50,000 per year these gains could be as high as \$3.48 million per year.

Table 7 Risk Reduction and Productivity

Potential Organisational Health Risk Reduction and Productivity Gains	
Reducing the average number of health risk factors	2.9
Average increase in productivity per health risk	2.4%
Potential productivity gain	6.96%
Average employee wage (assumed)	\$50,000
Potential gain of improved productivity per employee per year	\$3,480
Total gain of improved productivity in 1000 employees	\$3,480,000

Proactive organisations which implement health screening and health promotion strategies can reduce employee health risks by up to 56% at a rate of 10% per year





Workplace Health Strategies

Recommended Workplace Health Strategies

The Future@Work Health Report recommends the following preventative health strategies to reduce major health risk factors including heart disease, obesity, diabetes, cancer and mental health issues (stress, anxiety and depression).

Health and Wellness Audits

Organisations should undergo regular health and wellness audits of their employees to identify key health risks, develop and implement strategies and benchmark targets for improvement. These can include:

Questionnaire Based Risk Profiles

A risk profile is created according to an individual's personal and behavioural health, with parameters including:

- Age and gender
- Family medical history
- Personal medical history
- Nutrition and exercise habits
- Smoking status
- Alcohol consumption
- Psychological health (stress, anxiety and depression)

Health Screening

- Body Mass Index and Waist to Hip Ratio
- Blood glucose levels
- Cholesterol levels
- Blood pressure
- Cardiovascular fitness
- Cancer screening
- Lung function testing

Health Programs

Health programs should be targeted to organisational risk hot spots. They can include:

- Onsite flu vaccinations
- Weight management programs
- Quit programs (smoking)
- Skin check programs (skin cancer)

Physical Activity Strategies

Physical activity is the second most important factor in disease prevention in Australia (quitting smoking is number one). Promoting physical activity can reduce health risks for heart disease, obesity, diabetes, cancer and mental health issues (stress, anxiety and depression). Strategies that employers can institute include:

- Promoting physical activity in everyday work duties
- Encouraging staff to use internal stairwells by using signage and making them more attractive
- Encouraging physical activity in work breaks
- Sponsored gymnasium memberships
- Installing bicycle racks
- Installing showers and lockers
- Onsite exercise classes
- Pedometer programs
- Walking competitions
- Appointing a health coach
- Providing access to exercise physiologists



Physical activity is the second most important factor in disease prevention in Australia



Education

The workplace is the ideal environment for education targeting major risk factors affecting employees. Strategies could include:

- Seminars that promote health, focusing on the 'hot spot' health risk areas identified by a health audit. Topics can include:
 - Living with Stress
 - Basic Nutrition Principles
 - Easy Tips for Healthy Living
 - Facts on Caffeine, Alcohol and Hydration
 - Men's & Women's Health
 - Changing Behaviour for Better Health
 - Weight Management, Quit Smoking, Skin Checks
 - Back Care
- Posters highlighting community health programs
- Intranet links to resources promoting health and wellness
- Regular health newsletter
- Cooking demonstrations
- Interactive health and lifestyle expos

The workplace is the ideal environment for education targeting major risk factors affecting employees



Healthy Eating

The workplace can help reduce risk factors for heart disease, obesity, diabetes and cancer by:

- Providing healthy food options and point of choice labels on food in cafeterias
- Subsidising healthy food in cafeterias
- Providing healthy food options in vending machines
- Offering free fruit

Work/Life Balance Strategies

Organisations should institute strategies to improve work/life balance and psychological health such as:

- Family friendly workplace strategies including parental leave and carers leave
- Employee assistance programs
- Flexible work arrangements including flexible hours and part-time employment
- Providing technology (laptops) to enable telecommuting and portability
- Encouraging staff to take regular breaks and allowing longer lunch breaks for recreation/physical activity
- Sponsored gymnasium memberships
- Onsite Pilates, yoga, meditation or exercise classes
- Corporate massage days
- Social activities
- Providing a relaxing break room with light reading material, couches, relaxing music and indoor plants



Ideal Workplace Environment

Key Findings - Ideal Workplace Environment

The Future@Work Health Report found that a well designed healthy workplace environment can reduce major health risks of heart disease, obesity diabetes, cancer and mental health issues and improve worker productivity.

The Report examined the trends towards green buildings, campus style buildings and innovative office design finding that their features can reduce risk factors for heart disease, obesity, diabetes, cancer and stress.

The Future@Work Health Report recommends the following work place environment for The Future@Work:

Facilities that Promote Physical Activity

The Future@Work Health Report found that buildings which promote physical activity can reduce health risks for heart disease, obesity, diabetes, cancer and mental health issues (stress, anxiety and depression). Physical activity is the second most important factor in disease prevention in Australia (quitting smoking is number one). The ideal workplace environment includes:

- Onsite gymnasium
- Bicycle racks
- Showers and lockers
- Internal stairwells (and signage)
- Proximity to bicycle paths and walkways
- Proximity to parklands
- Proximity to public transport

Green Buildings

The Australian benchmark for healthy workplace environments is The Green Building Council of Australia's Green Star rating system for green buildings.

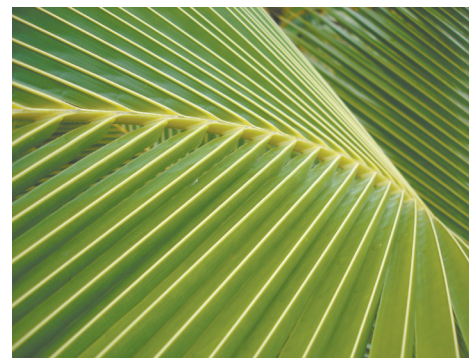
The Green Building Council of Australia defines a green building as one that incorporates design, construction and operational practices that significantly reduce or eliminate the negative impact of development on the environment and occupants.

Not only does minimising the environmental impact of green buildings translate to better living standards and energy savings, they seek to improve health which in turn improves productivity. Pre and post occupancy surveys show that green buildings result in greater health and wellbeing of occupants, producing higher worker satisfaction and productivity. These gains were more than any other area of savings such as those from energy or water.

A well designed healthy workplace environment can reduce major health risks and improve worker productivity



The Report examined the trends towards green buildings, campus style buildings and smart workplaces finding that their features can reduce risk factors for heart disease, obesity, diabetes, cancer and stress



Buildings which promote physical activity can reduce health risks for heart disease, obesity, diabetes, cancer and mental health issues.

Physical activity is the second most important factor in disease prevention in Australia



Good Internal Environment Quality (IEQ)

Good IEQ and occupant control is a vital part of the ideal workplace environment. IEQ includes temperature, lighting, air quality, ventilation, location, view and noise.

- Good IEQ improves employee health by reducing risk factors for respiratory disease, sick building syndrome and stress.
- Estimates of productivity increases resulting from good IEQ are as high as 15%.
- Indoor air quality (IAQ) is a major part of IEQ. Good air quality at work is crucial to reduce risk factors for chronic respiratory disease (including asthma, bronchitis and chronic obstructive pulmonary disease) and headaches.
- Occupant control of temperature improves productivity and reduces stress levels.
- Minimising noise levels improves productivity and reduces risk of stress and headaches. Features include:
 - o Installation of partitions in open plan areas to deaden sound
 - o Meeting rooms separate from the main work area
 - o Availability of quiet rooms for when concentration is needed
- 'Healthy' lighting which combines daylight (natural light) with artificial light is essential for employee health and productivity. Healthy lighting reduces risks for stress, headaches and migraines.
- Green space and a view improve performance and psychological wellbeing of occupants and foliage within buildings improves air quality.

Ergonomic Furniture and Equipment Layout

- Good ergonomic (furniture and equipment) layout reduces risk of workplace accidents, musculoskeletal injury and neck and back pain and improves productivity. A recent study reported an 18% increase in productivity of the participants with ergonomic intervention in their office.

Facilities that Promote Healthy Eating

A workplace environment that provides facilities to promote healthy eating can help reduce risk factors for heart disease, obesity, diabetes and cancer. Ideal features include:

- Onsite cafeterias with healthy food options
- Onsite food courts which offer a variety of food options
- Vending machines with healthy food options

The Australian benchmark for healthy workplace environments is The Green Building Council of Australia's Green Star Rating System for Green Buildings



Estimates of productivity increases resulting from good IEQ are as high as 15%



What Employees Want

Facilities that Enable Work/Life Balance

A workplace environment with facilities to enable work/life balance can help reduce risk factors for stress. This in turn reduces risk factors for anxiety, depression, heart disease and other related diseases. The following facilities also improve productivity by reducing absenteeism due to lateness and extended lunch breaks:

- Technology (laptops) to enable telecommuting and portability
- Recreational facilities which promote exercise including onsite gymnasiums and access to parks
- Onsite amenities for every day living needs such as food courts, banks and newsagents
- Onsite childcare centre

Key Findings - What Employees Want

The Future@Work Health Report found that employees cite job location, work/life balance policies and the company's reputation for environmental responsibility as top reasons for choosing and remaining loyal to an employer.

Employees are also demanding more benefits, facilities and environmental performance from their workplace. Their demands are driving the trends towards green buildings, campus style buildings and innovative office designs.

Employees are attracted to organisations that inhabit buildings which are in a good location, are environmentally friendly, cater to their health and wellbeing, promote work/life balance and offer innovative office design and technology.

Conclusion

The Future@Work Health Report establishes a strong health and business case for a healthy workplace environment.

Employers can address the major health risks affecting today's workforce through human resource management, corporate health strategies and the workplace environment. The benefits are a workforce that spend more time at work and are more productive when they are there. Smart employers attract talented employees in a shrinking pool, promote loyalty within their current workforce and enhance their image as employer of choice and a good corporate citizen.

The ideal workplace environment to maximise employee health, wellbeing and productivity is a green, smart workplace with facilities to enable work/life balance.

Employers can address the major health risks affecting today's workforce through human resource management, corporate health strategies and the workplace environment



The ideal healthy workplace environment for the Future@Work is a green, smart workplace with facilities to enable work/life balance



The Author of The Future@Work Health Report



Wesley Corporate Health

Wesley Corporate Health, established in 1990, is Queensland's leading corporate health provider having worked with more than 700 private and public organisations. In August 2006 Wesley Corporate Health was awarded the Telstra Queensland Business of the Year. Wesley Corporate Health was founded by current Chairman and Medical Director, Dr Geoff Holt together with Heart Care Partners, a partnership of 11 cardiologists with an interest in research and preventative medicine. As cardiologists Dr Holt and his partners treat cardiac disease on a daily basis. Dr Holt is a passionate advocate for preventative health, promoting healthy lifestyle behaviours to decrease risk factors for heart disease. Dr Holt is also a strong advocate for preventative health in the workplace. He believes that as adults spend a significant proportion of their lives at work, that the corporate environment is ideally placed to assist in the education and support of healthier behaviours. Wesley Corporate Health's ethos is that "staff are your greatest asset". As performance of an organisation is closely associated to the productivity and performance of employees it is therefore in an organisation's best interests to maximise staff health and wellbeing.



Leighton Properties and Grosvenor Australia commissioned the Future@Work Health Report as part of their commitment to best practice in commercial building design, environmental sustainability, and workplace health.

Leighton Properties Pty Ltd

Leighton Properties is part of Australia's largest contracting and development group with assets totalling over \$3.03 billion. Leighton Properties target major developmental opportunities in the commercial, industrial, public and residential sectors throughout Australia.

Grosvenor Australia Investments Pty Ltd

Grosvenor is an international property, development and investment group, with interests in properties with a total value of \$25 billion. It has regional operating companies covering Australia Asia Pacific, the Americas, Britain and Ireland, and Continental Europe.

Grosvenor Australia and Leighton Properties are jointly developing 400 George Street, a commercial office tower in the Brisbane Central Business District due for completion in mid 2009.



To obtain a full copy of the Future@Work Health Report, contact:

Three Plus
Phone: (07) 3503 5700
Email: info@threeplus.com.au

The Future@Work Health Report presents the health and business case for a healthy workplace environment and reveals workplace strategies to address the major health risks affecting today's workforce.