

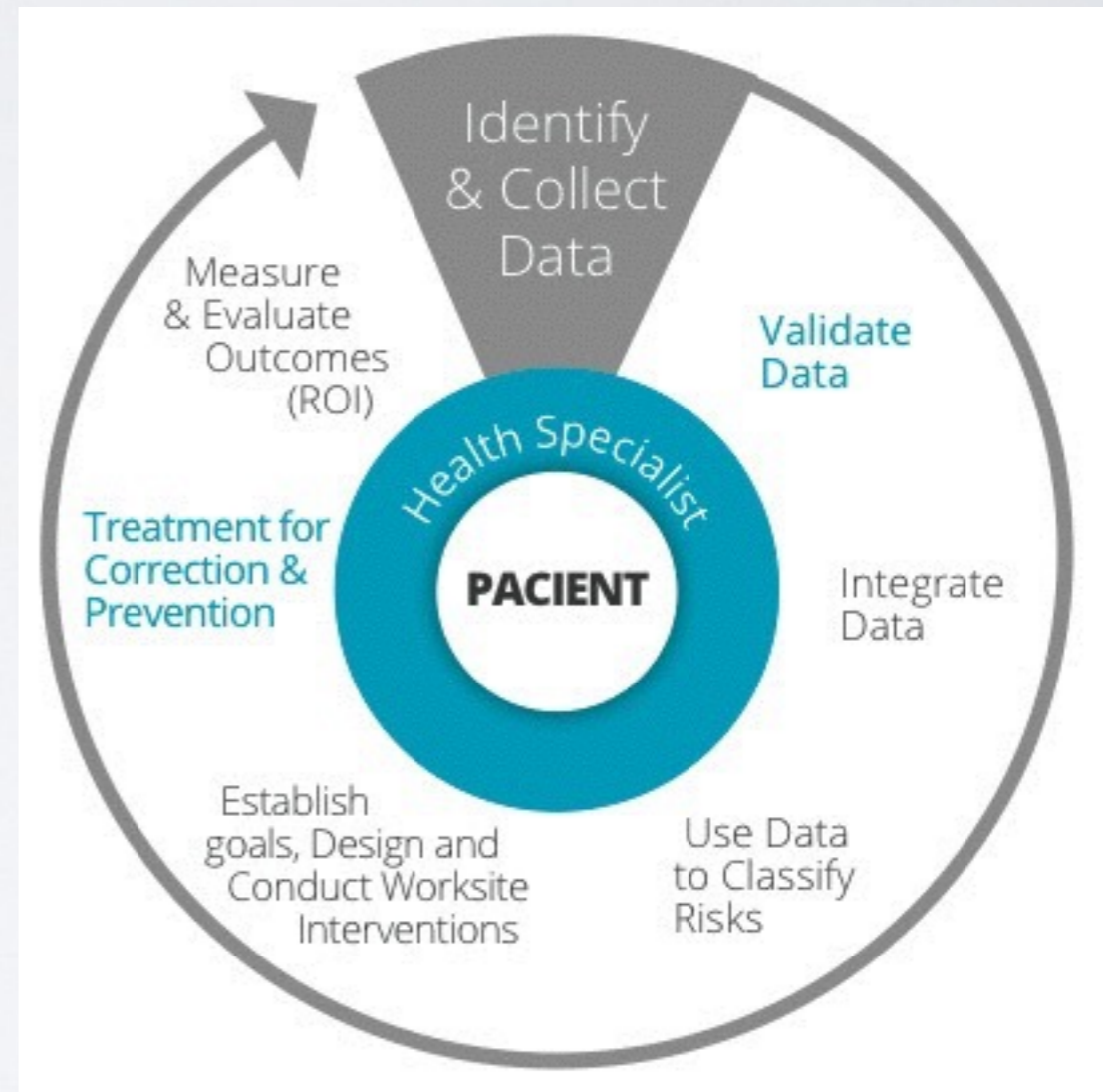


FYSIOTEK CORPORATE WELLNESS FIT FOR WORK

FYSIOTEK CORPORATE WELLNESS

INTRO

Woody Allen once said that 80% of success in life can be attributed to simply showing up. But a growing body of research indicates that—in the workplace, at least—this wry estimate may be somewhat optimistic.

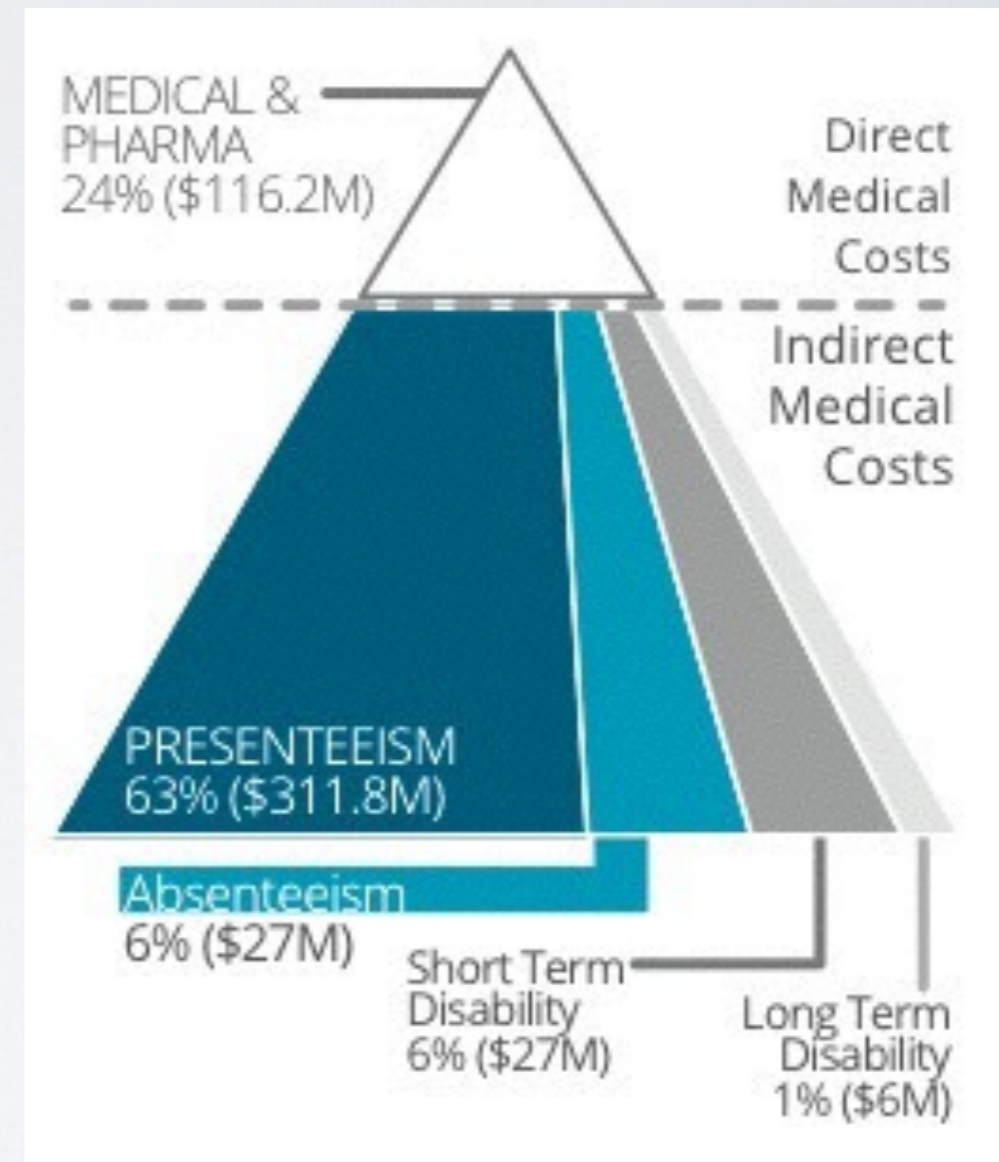


FYSIOTEK CORPORATE WELLNESS

What is Presenteeism?

“The loss in productivity that occurs when workers are on the job, but not performing at their best.”

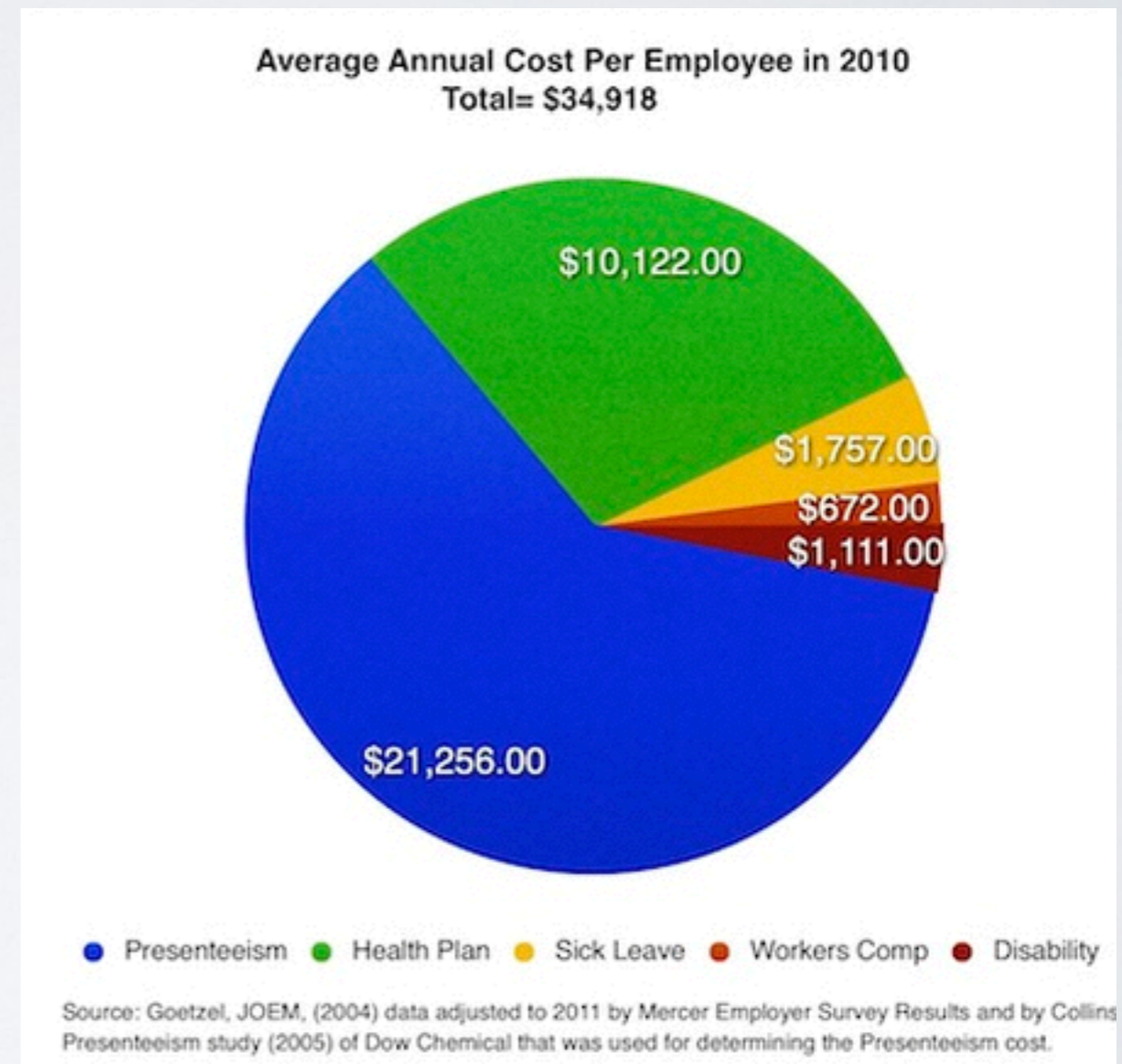
- Marybeth Stevens, former Chair of the Certification of Disability Management Specialists Commission



FYSIOTEK CORPORATE WELLNESS

The Hidden Costs of Presenteeism

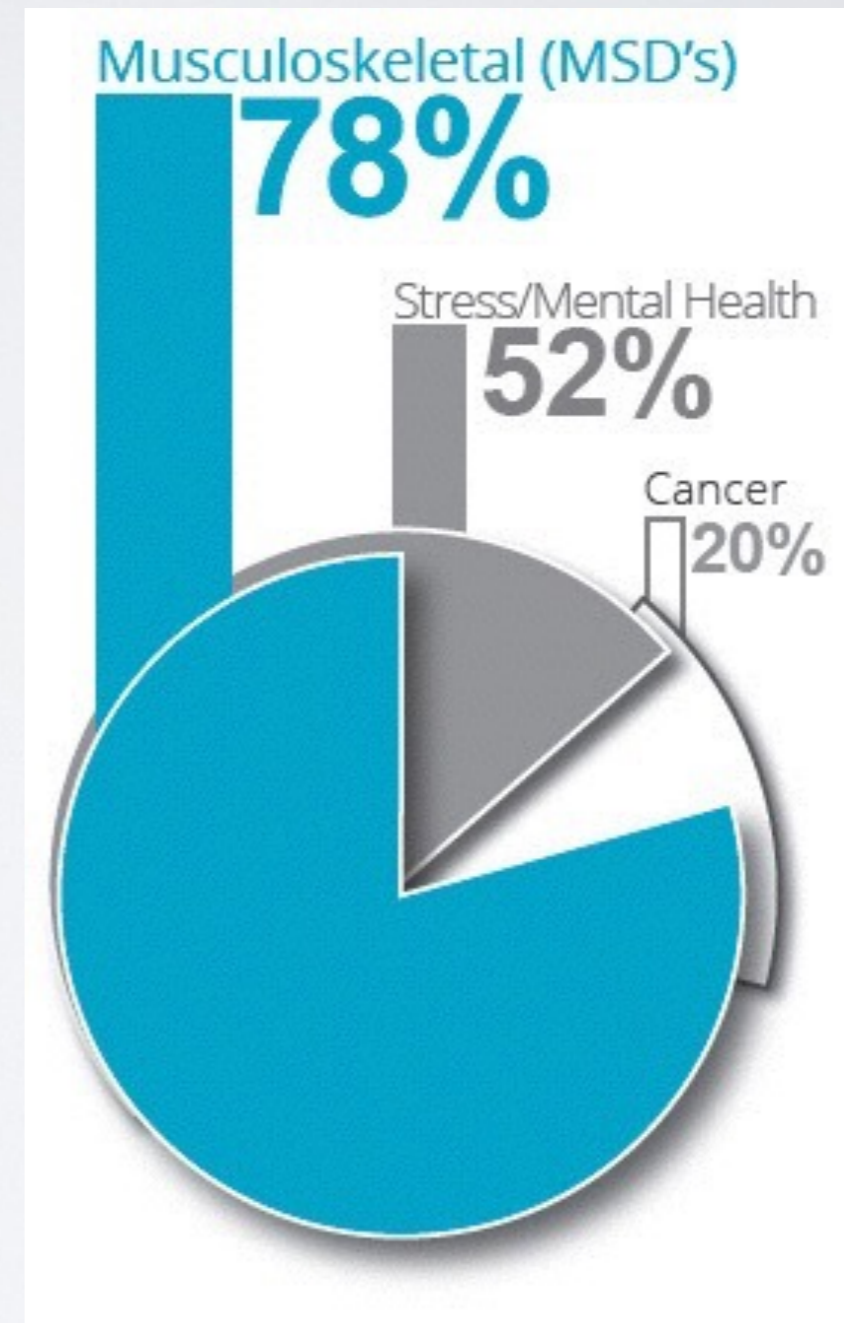
Many employers don't realize it, but presenteeism—on-the-job productivity loss that's illness related—may be far more expensive for companies than other health-related costs



FYSIOTEK CORPORATE WELLNESS

The Hidden Costs of Presenteeism

Disability and absenteeism expenses are the compensation paid when employees are away from work. Presenteeism expenses, estimates based on employees' salaries, are the dollars lost to illness-related reductions in productivity.



FYSIOTEK CORPORATE WELLNESS

COSTS

Research approaches have yielded quite different estimates of on-the-job productivity loss. According to a recent review of the research, such estimates range from less than 20% of a company's total health-related costs to more than 60%

 **2.32**
musculoskeletal
conditions per employee

 **7.40**
absent days
per employee, per year, resulting from
musculoskeletal conditions alone

 **8/10**
people will miss work
in the next 2 months due to muscu-
loskeletal disorders in the workplace.

 **\$1200**
per employee, per year

FYSIOTEK CORPORATE WELLNESS

A Presenteeism Report Card

Lockheed Martin commissioned a pilot study in 2002 to assess the impact of 28 medical conditions—some serious, some relatively benign—on workers' productivity. Researchers from Tufts–New England Medical Center in Boston found that even employees with less severe conditions had impaired on-the-job performance, or presenteeism.

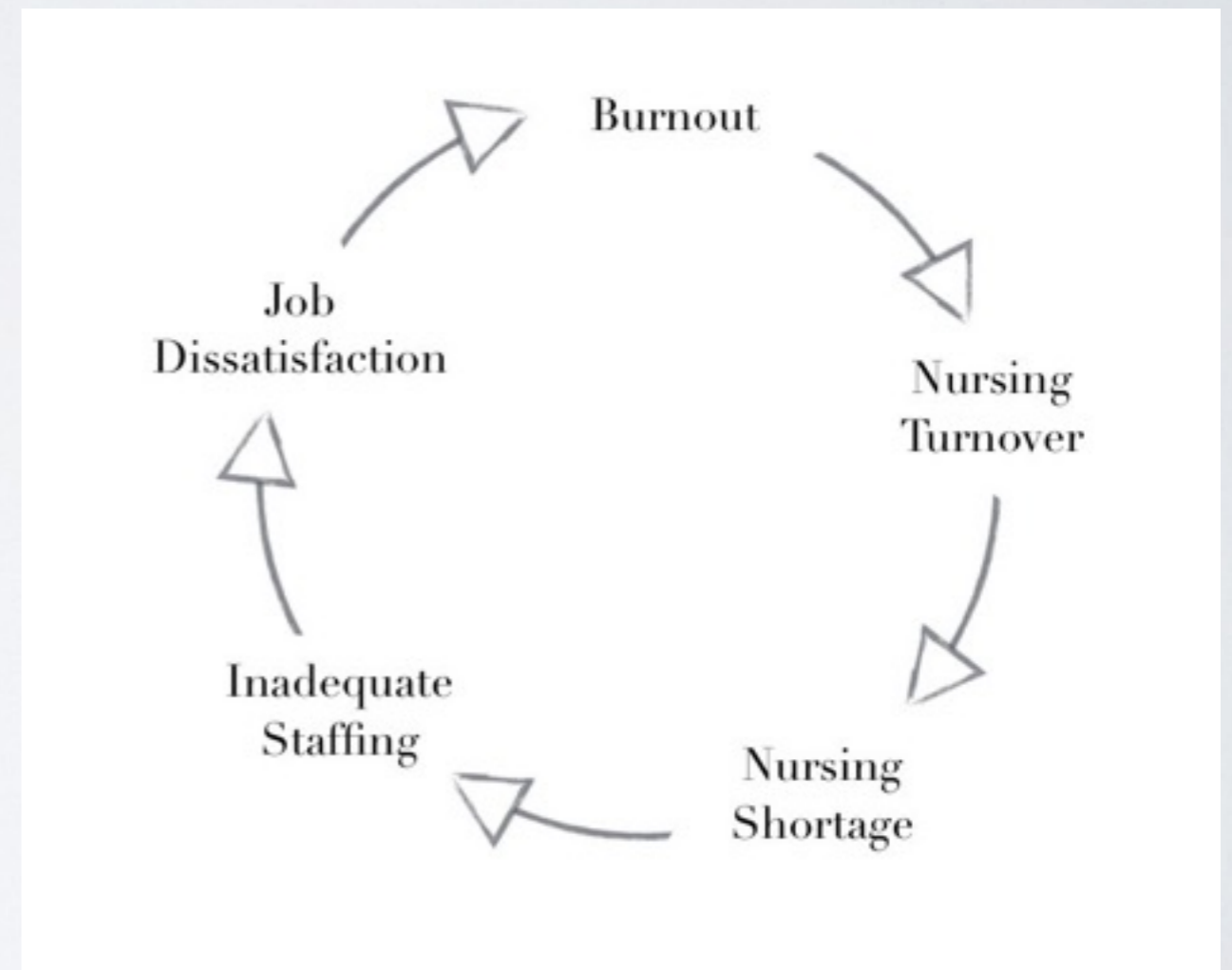
Condition	Prevalence	Average productivity loss	Aggregate annual loss
Migraine	12.0%	4.9%	\$434,385
Arthritis	19.7	5.9	865,530
Chronic lower-back pain (without leg pain)	21.3	5.5	858,825
Allergies or sinus trouble	59.8	4.1	1,809,945
Asthma	6.8	5.2	259,740
GERD (acid reflux disease)	15.2	5.2	582,660
Dermatitis or other skin condition	16.1	5.2	610,740
Flu in the past two weeks	17.5	4.7	607,005
Depression	13.9	7.6	786,600

Source: Debra Lerner, William H. Rogers, and Hong Chang, at Tufts–New England Medical Center

FYSIOTEK CORPORATE WELLNESS

Presenteeism can include:

- Additional time on tasks
- Decreased quality of work
- Impaired executive functions (initiative, etc.)
- Lowered capacity for peak performance
- Decreased quantity of work completed
- Impaired social functioning with co-workers
- Decreased motivation



FYSIOTEK CORPORATE WELLNESS

“A central aim of presenteeism research is to identify cost-effective measures [employers] can take to recover some, if not all, of the on-the-job productivity lost to employee illness.”

- “Presenteeism: At Work – But Out of It” by Paul Hemp, Harvard Business Review, October 2004



FYSIOTEK CORPORATE WELLNESS

Musculoskeletal disorders

Musculoskeletal Disorders (MSDs) include over 200 conditions causing pain and functional impairment to people living with them. They include widely known conditions such as arthritis and back pain, injuries caused by trauma, such as fractures, and other conditions that are the result of genetic or developmental abnormalities.

MSDs affect:

- bones
- muscles
- spine
- tendons
- vessels
- nerves



FYSIOTEK CORPORATE WELLNESS

FYSIOTEK CORPORATE PROGRAM

Working On-Site, we help companies analyze, correct and prevent the most costly components that cause health related productivity loss - empowering their employees with greater productivity, job satisfaction, lower absenteeism and **presenteeism**.

Our unique services target the physical conditions as well as the mental, and very importantly the culture of the population, by inspiring

a **Wellness Lifestyle** .

We create

CORPORATE ATHLETES!!



FYSIOTEK CORPORATE WELLNESS

FYSIOTEK CORPORATE PROGRAM

We install and manage On-Site Clinics to detect, correct and prevent the most costly Musculoskeletal Disorders (MSDs).

WE CREATE PERSONAL CUSTOM REHAB PROGRAMS AND MANAGE WORK RELATED ILLNESS.



FYSIOTEK CORPORATE WELLNESS

"For every dollar invested we saved 3 dollars"

Sam Gilliland

Chairman & CEO - Sabre Holdings

The nervous system runs throughout our body composed of nerves that are transmitting electrical and chemical impulses that promote the functioning of our body. Thus, any interference in the nervous system caused by poor posture when sitting, standing or lifting objects may adversely affect how it relates to the organs and the various body functions resulting in most medical conditions and symptoms responsible for absenteeism and presenteeism.





ΜΥΟΣΚΕΛΕΤΙΚΟΙ
ΠΟΝΟΙ;

THANK YOU/QUESTIONS?

www.fysioteksportslab.com