



# Saving Costs Through Absence Reductions

## Achieving Measurable Cost Reductions

Did you know that employees with poor health are up to 3.1 times more absent than those in good health? Did you also know that many of the illnesses that cause employee absence can be attributed to lifestyle behaviours - by up to 51%. So, it makes sense that if you want to reduce absence then a good place to start is to target lifestyle-related behaviours within your corporate program.

This is exactly the approach taken by a global IT company right here in Australia leading to impressive business savings through **reduced absence in excess of \$615,000 p.a.**

The global enterprise software company embarked on a lifestyle risk assessment in 2007 for its 1,600 strong national employee base, and the outcomes were quite startling. Of the top 4 health concerns identified amongst the employee population, all 4 were lifestyle based – and preventable, and they were having a significant impact on business performance:



Those employees with poor health status (compared to those employees in good health status) were:

- 35% less productive at work
- 2.6 times more absent (7.2 days vs 2.8 days)
- 34% less satisfied at work

Springboard implemented a targeted health and wellbeing strategy over a 12 month period incorporating multi-week and interactive programs using evidence-based principles on nutrition, stress, physical activity and hydration.

The net results were significant including strong **reductions in employee absence, to the tune of 750 days** per year.

These results were driven by improvements in employee lifestyle-related health behaviours including:

- 7.8% improvement in stress and employee resilience
- 8.2% improvement in physical activity
- 15.2% improvement in nutrition

To find out more about Springboard's proven health behaviour change programs and absence-reduction strategies please contact us on 1300 788 690 or email at [info@springboardhp.com.au](mailto:info@springboardhp.com.au).