

Health, stress & wellbeing

The UK Experience



And then one day.....

Along came STRESS

- > 530,000 people in the UK reported some form of work related stress, as the cause of illness (2007)
- 13.8 million working days lost as a result of work related stress (4.9 million days lost due to spinal pain)
- 12 million people see their GP's each year with mental health problems - stress is often identified as the root cause

***But what was this strange phenomena
that was gripping the nation?***

What is stress?

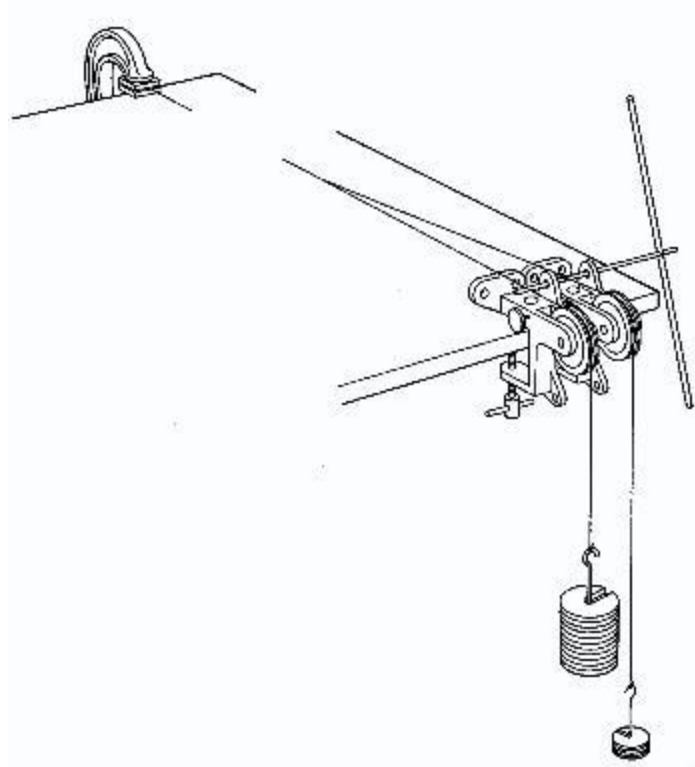
Research



WHAT IS STRESS?



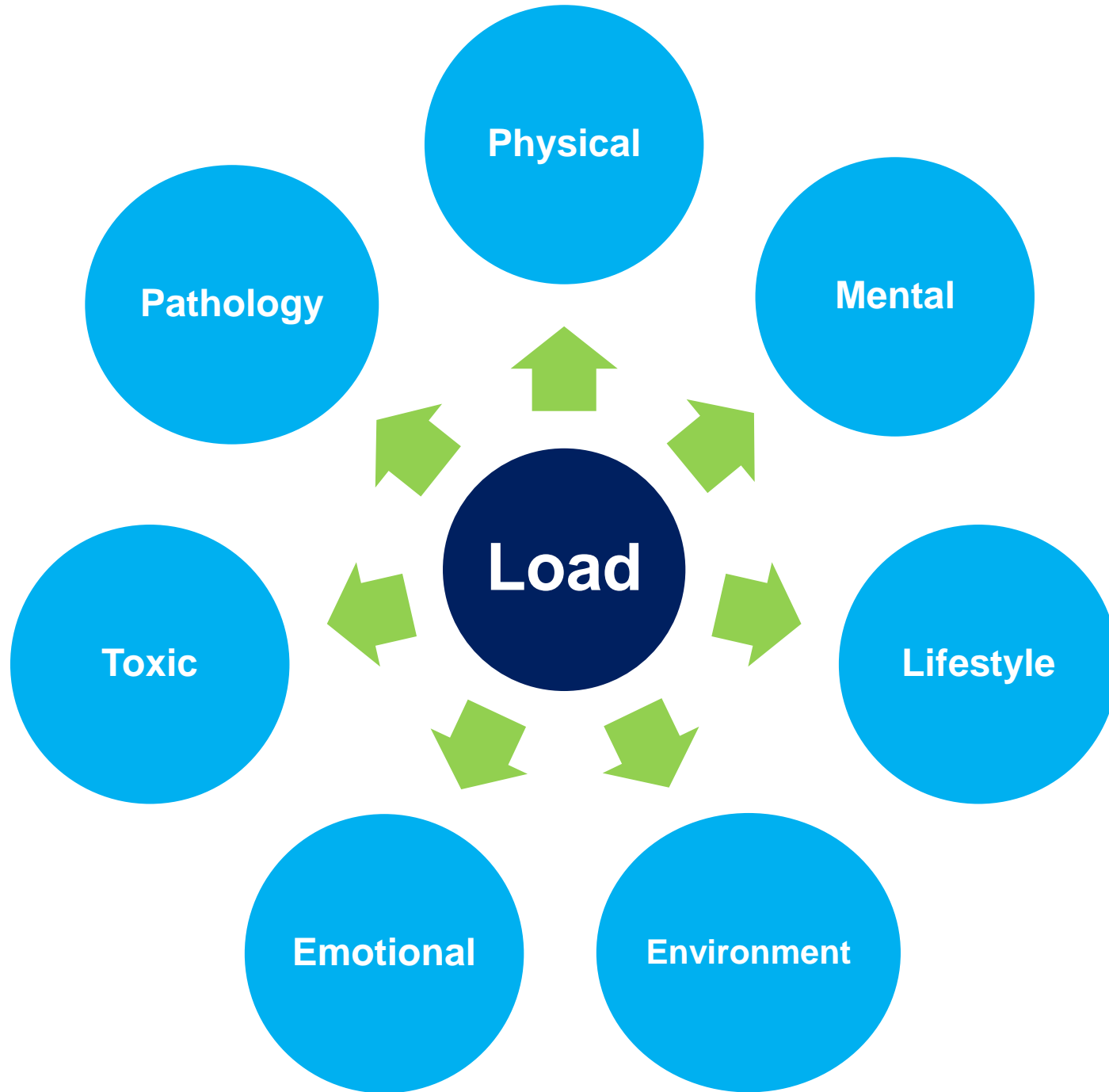
A response to load



Stable

Stretch

Breaks



Created Optima-life



Optima-life



To provide therapeutic, economic and educational benefits

Sport



- Formula 1
- Soccer
- Rugby
- Tennis
- Cricket

- Olympics

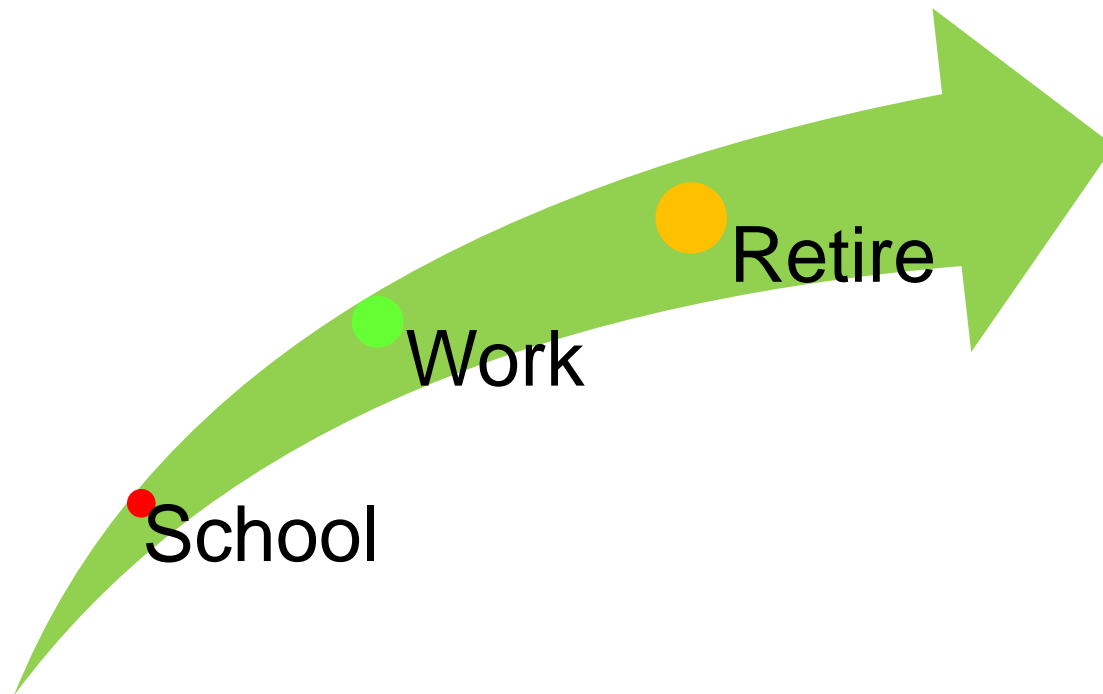
Sport

- Video

Education

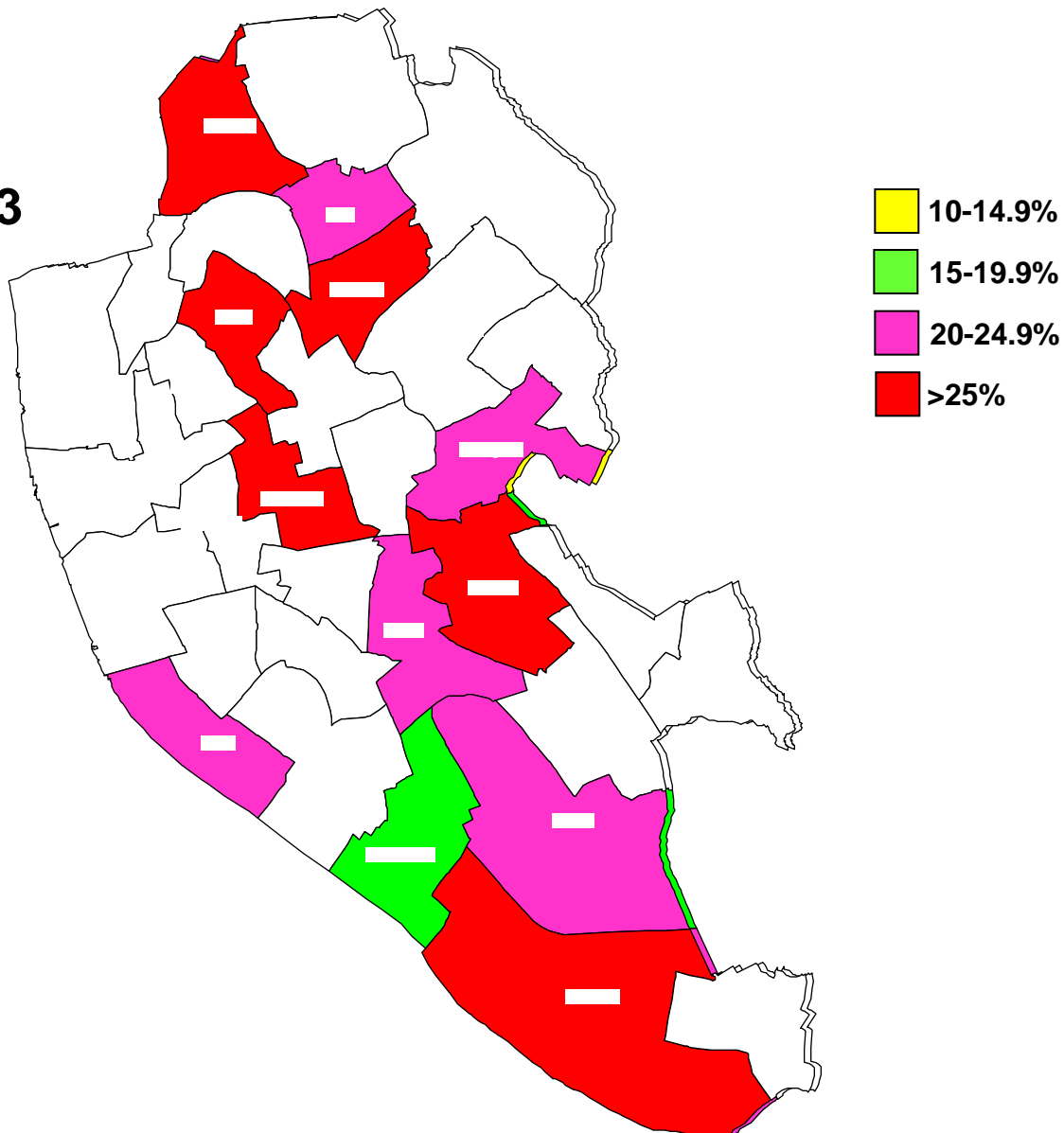


- Children
- Teachers



Percentage of 9-10 years olds classified as overweight and obese in Liverpool 5 years

2002-2003



Corporate / Work



What are the implications?

- Financial
- Health
- Social

Financial implications

- 172 million working days lost to sickness
(a cost to the economy of £13 billion)
- Average level of sickness absence is 10 days per employee,
(costing circa £1000 per employee per year)
- Average employee turnover in UK 18.3%
- Average cost of recruitment £8,200

The NHS



- 1.2m workers
- Average daily gross pay £200

- $1.2m * 1.5 * 200 = £360m$

- Replacement staff 20%
- Average daily gross pay £300

- $1.2 * 1.5 * 20% * 300 = £18m$

- And this just relates to the economics of absence rather than factoring any productivity losses!

Health implications (work)



- 75% of executives say stress adversely affects their health, happiness, home life and work performance
- Over 500,000 people a year absent due to work related stress, average absence 29 days

Health implications (21st century)

- One in three lifetime risk of cancer
- One in two are developing arterial heart disease
- One in three adults are alcohol or drug dependent
- One in four people clinically depressed
- One in three adults smoke
- One in two people overweight and one in five obese

Social implications



- Being sick and unable to work reduces self-esteem & confidence
- Children in workless homes suffer higher rates of psychiatric illness

***And yet..... Nearly all
healthcare delivered by businesses
is reactive***

- Private Medical Insurance
- Income Protection Insurances
- Occupational Health
- Sickness and Absence Management

Dame Carol Black
“Working for a Healthier Tomorrow”

UK examples

Jerry Morris 1947



EDF Energy

- Managers taught to recognise psychological ill health amongst staff
- Cognitive behavioural therapy programme rolled out
- Saved > £228,000 a year
- Staff morale improved
- Numbers reporting job satisfaction increased from 36% to 68%

Astra Zeneca

- Life management programme has resulted in reduced levels of psychological illness saving £1.1m and productivity increases saving £600K

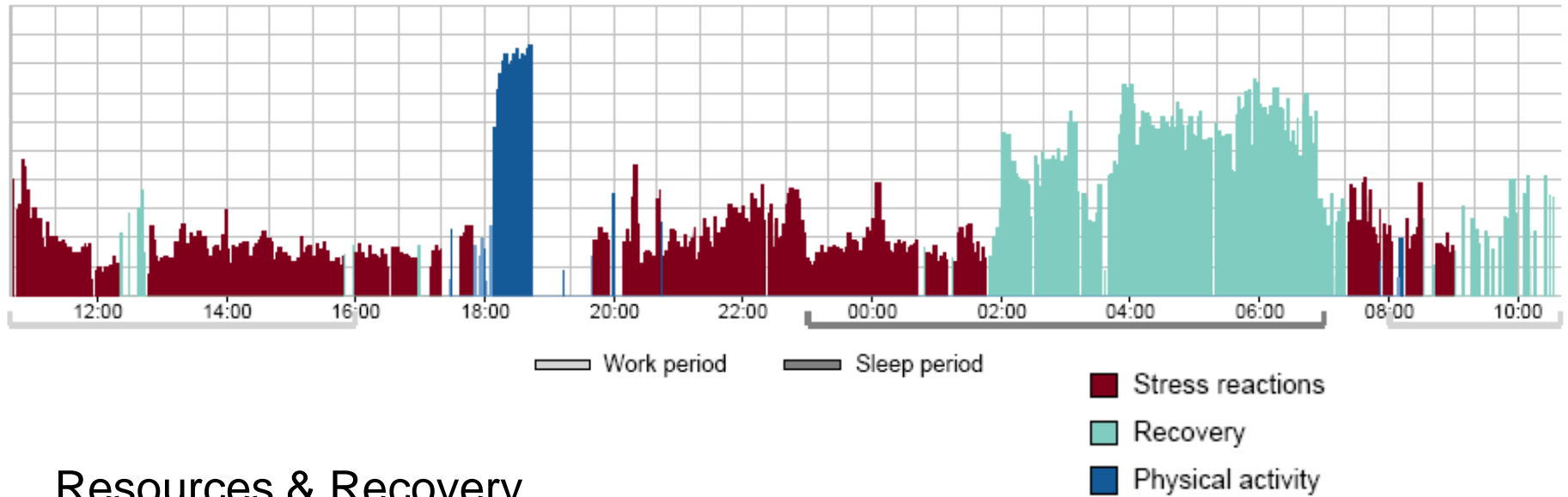
British Library

- Implemented a people strategy
- Absence dropped from 10.2 to 7.5 days per annum
- Cost of absence dropped 11% (£160K per annum)
- Staff turnover was halved

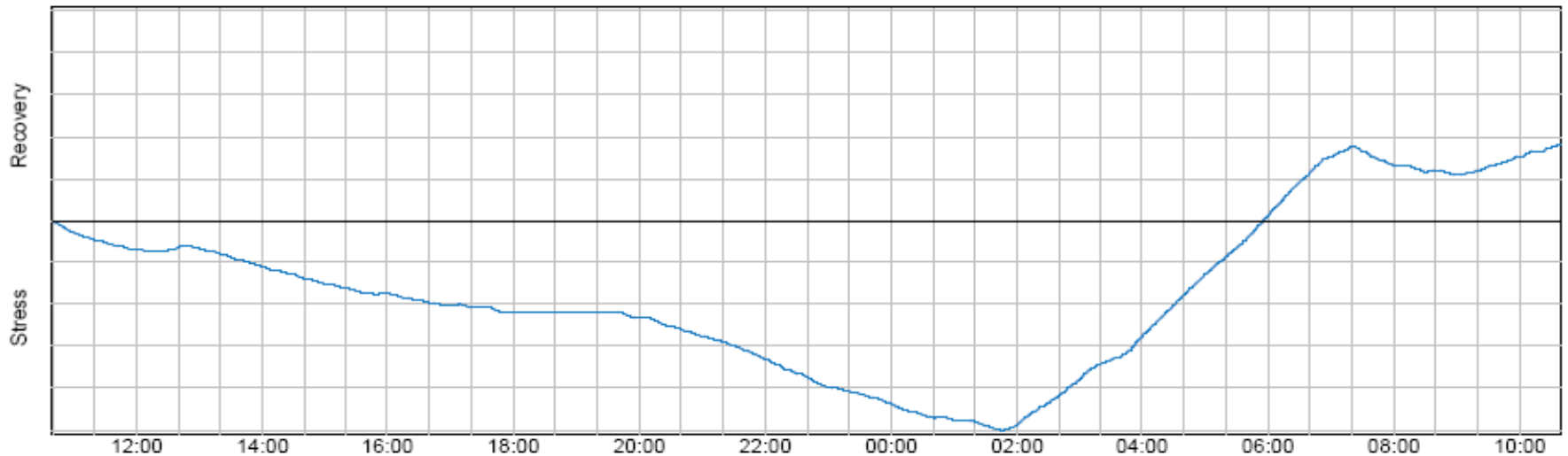
Unilever

- Lamplighter programme delivered by Health & Productivity team
- Looked at the link between health and performance
- 100 executives based in London
- Blood tests, nutritional profile, absence records, fitness tests and lifestyle index

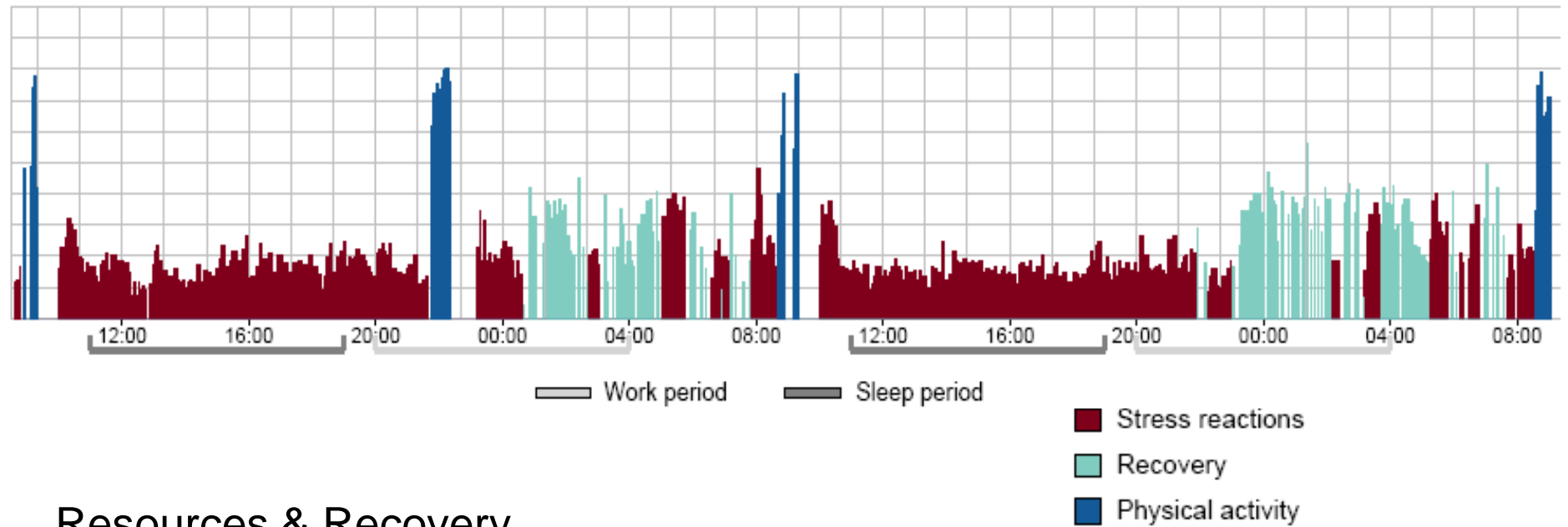
Firstbeat – Working day with recovery



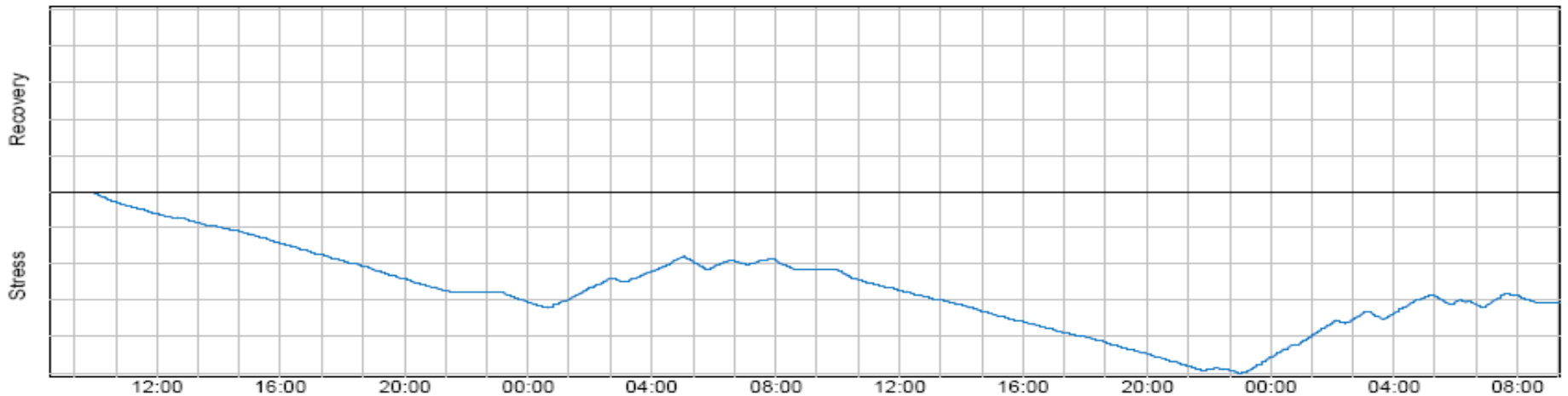
Resources & Recovery



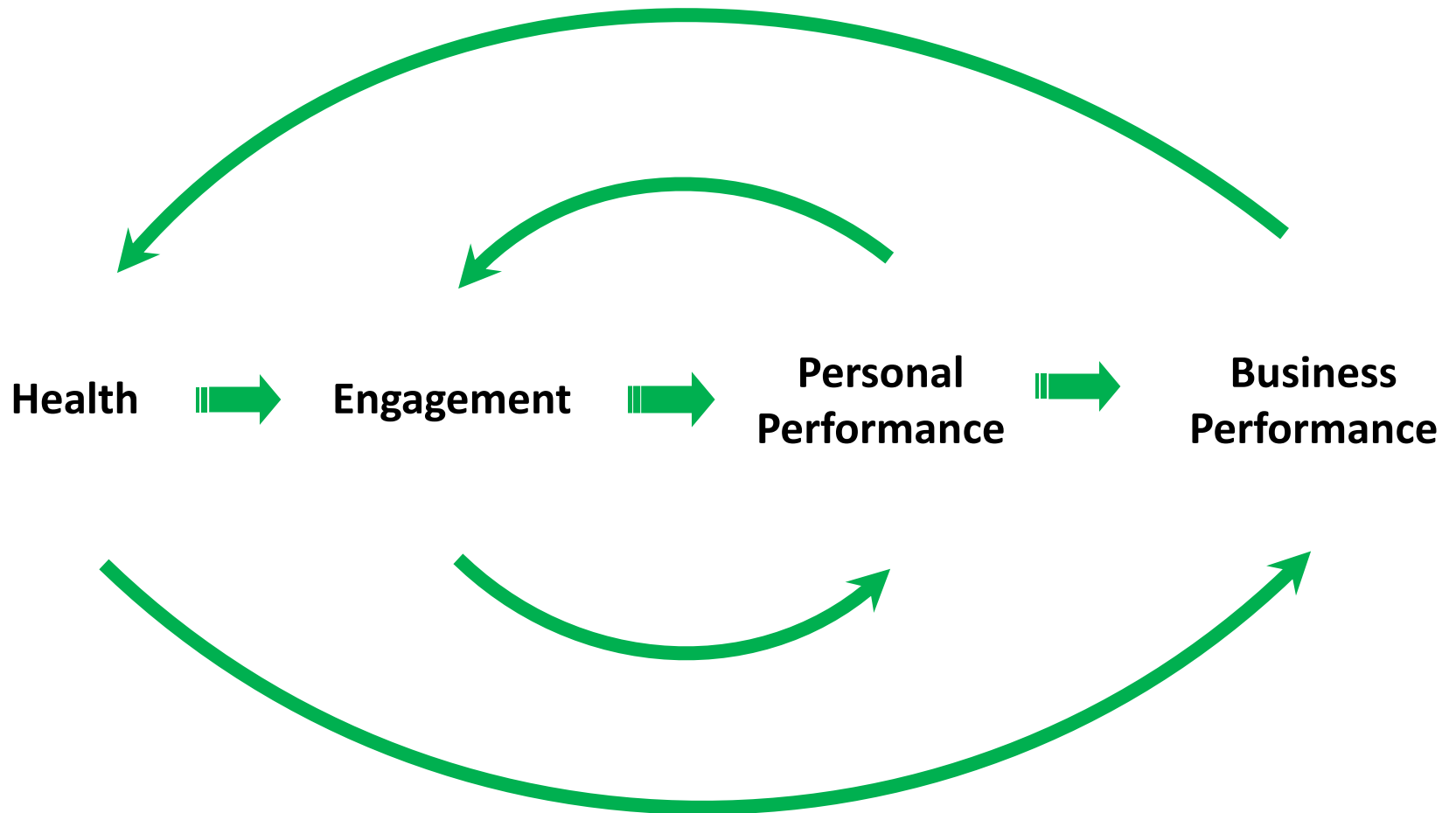
Firstbeat – Working day without recovery



Resources & Recovery



Health & Performance Chain



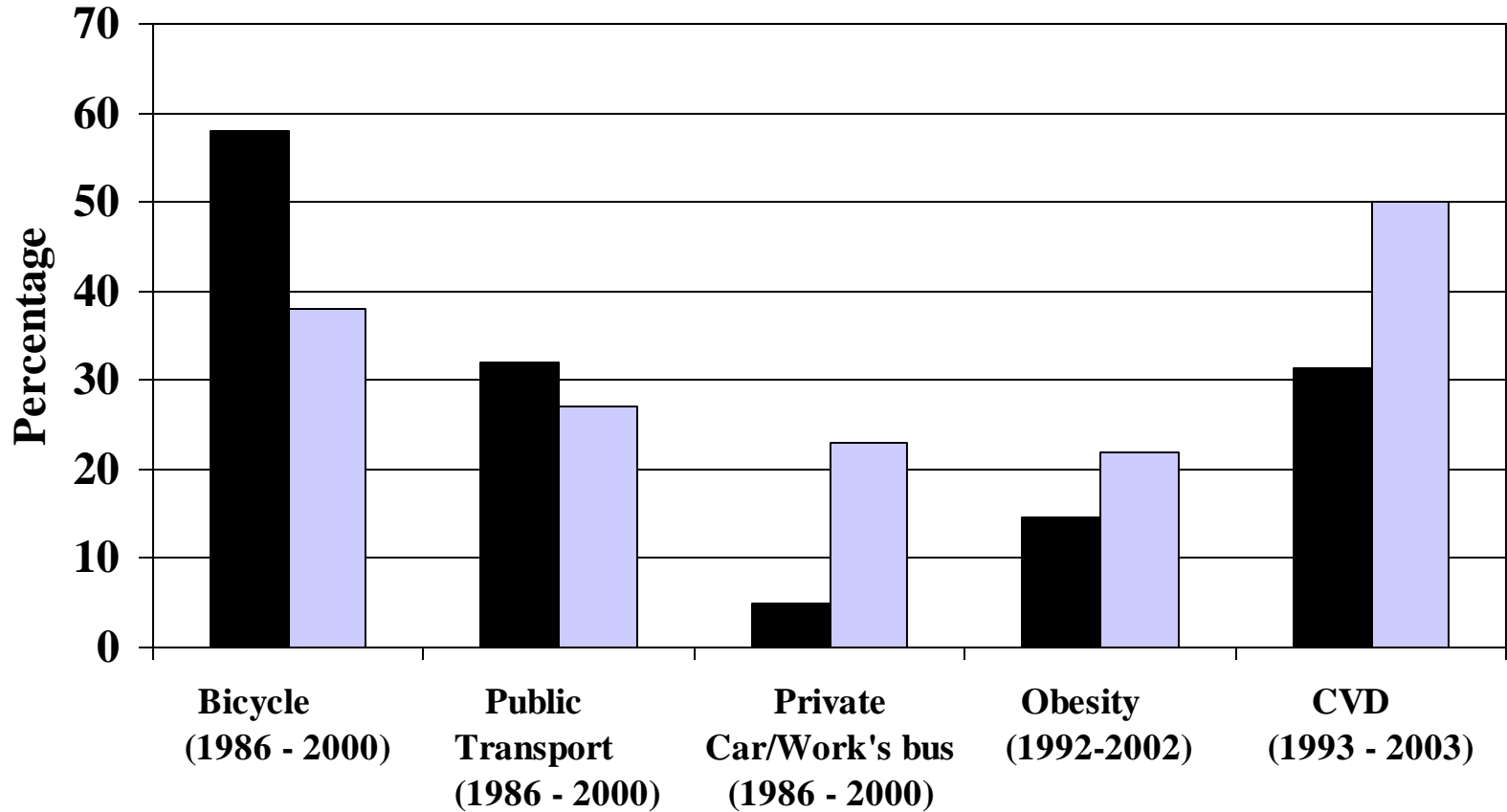
Health



Almost all current health expenditure is on reactive medicine

- In 2008 £111,000,000,000 on Medicine
- 82% increase in expenditure in 10 year period

The Health Time Bomb



Changes in modes of transport, obesity and cardiovascular disease in China (Years 1986 to 2003)

Adapted from Peng, 2005; Wang et al., 2006



healthpod



Palliative care project

Offered to patients, 1 carers, hospice staff

Measurement, analysis, feedback

- Questionnaires, physiological evaluation over 3 days

Stepping stone programme instigated

- All exercise sessions are monitored

Re-evaluation

Patient Feedback

“I feel less depressed, I used to feel very depressed. I didn’t want to see anyone. I used to force myself to see people. Now I don’t. I couldn’t tie my shoe laces before because of pain, but now I do it on my own”

Staff Feedback

“The programme made me aware of my fitness and how to improve it. It has helped me feel more conscious of my health and has changed my lifestyle as I now walk from Baker Street to The Hospital instead of walking from St John’s Wood station as I used to.”

Direct benefits at 3/12

- Improved fatigue index – 85.7%
- Improved hip waist ratio – 57.1%
- Decrease overload score – 85.7%
- Improved understanding of physical activity – 100%

2 *prevention*

Not only prevents future illness it can improve prognosis in those who are ill.

Shifts a patient from passive victim to someone who is a proactive partner in their healthcare.

Cancer

San Diego study on the impact of improved diet and exercise in women with breast cancer showed a doubling of survival at 14 years

The same was not true for women who only changed their diet or only exercised.

'The survival graph in this study is better than for any breast cancer treatment we have today and the intervention cost is negligible compared with the £10,000 to £40,000 we spend per episode of treatment of breast cancer.' Prof K Sikora



Summary

Health doesn't just happen



Meno mosso. *p*

Что́ а́-а́-а́ Не зна́-а́ Если́
 Was thu' ich denn. O Him-mel! *Meno mosso.* Wenn mein

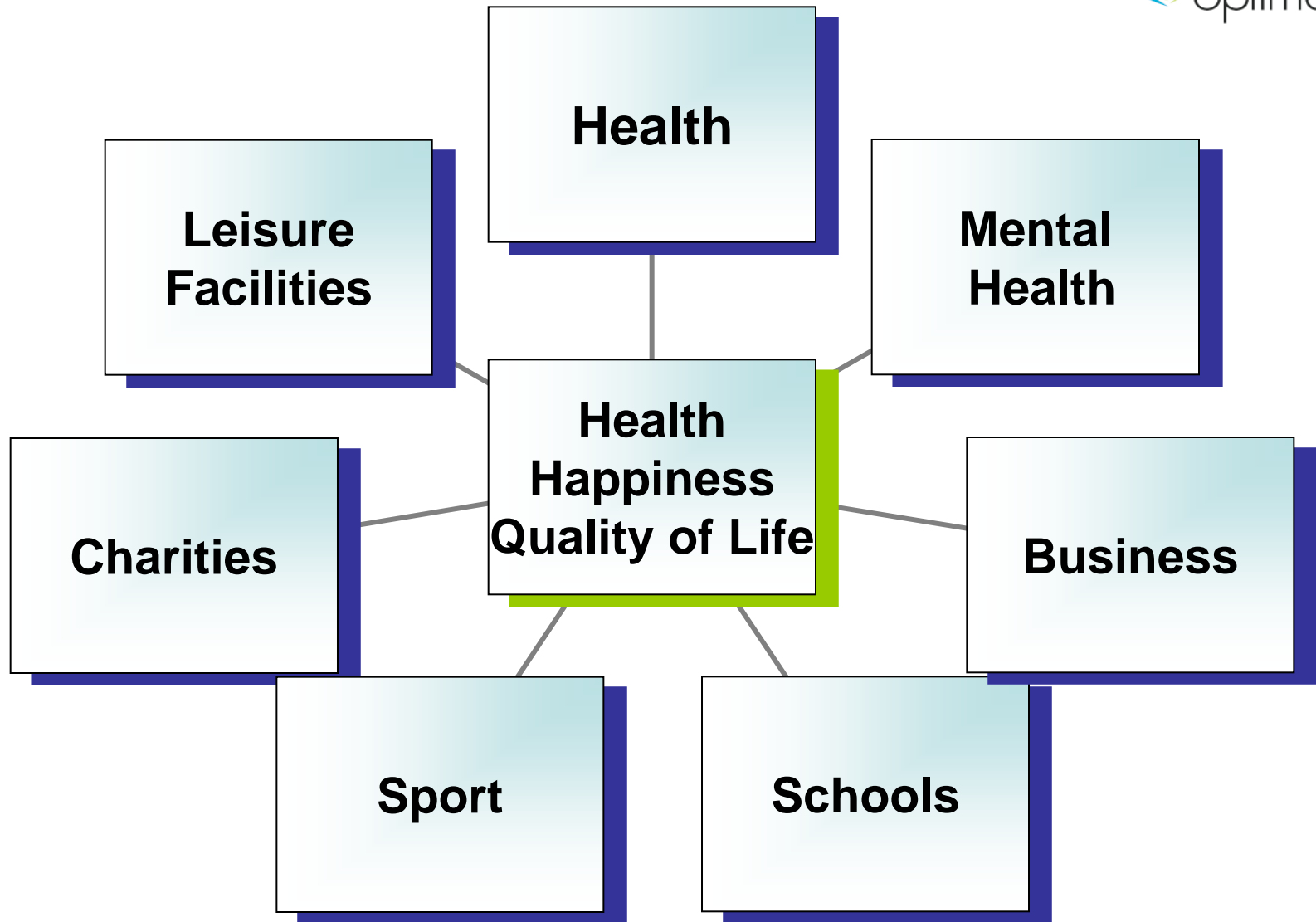
лю́-бимь ты ме-ня, ес-ли лю́-бимь ты ме-ня, ско́-рый ско́-рый на ко-
 Hol-der du mich liebst, wenn du wirk-lich so mich liebst, komm her, knie nie-der theurer

mf *f* *Col.* *Viol.* *Cl.*

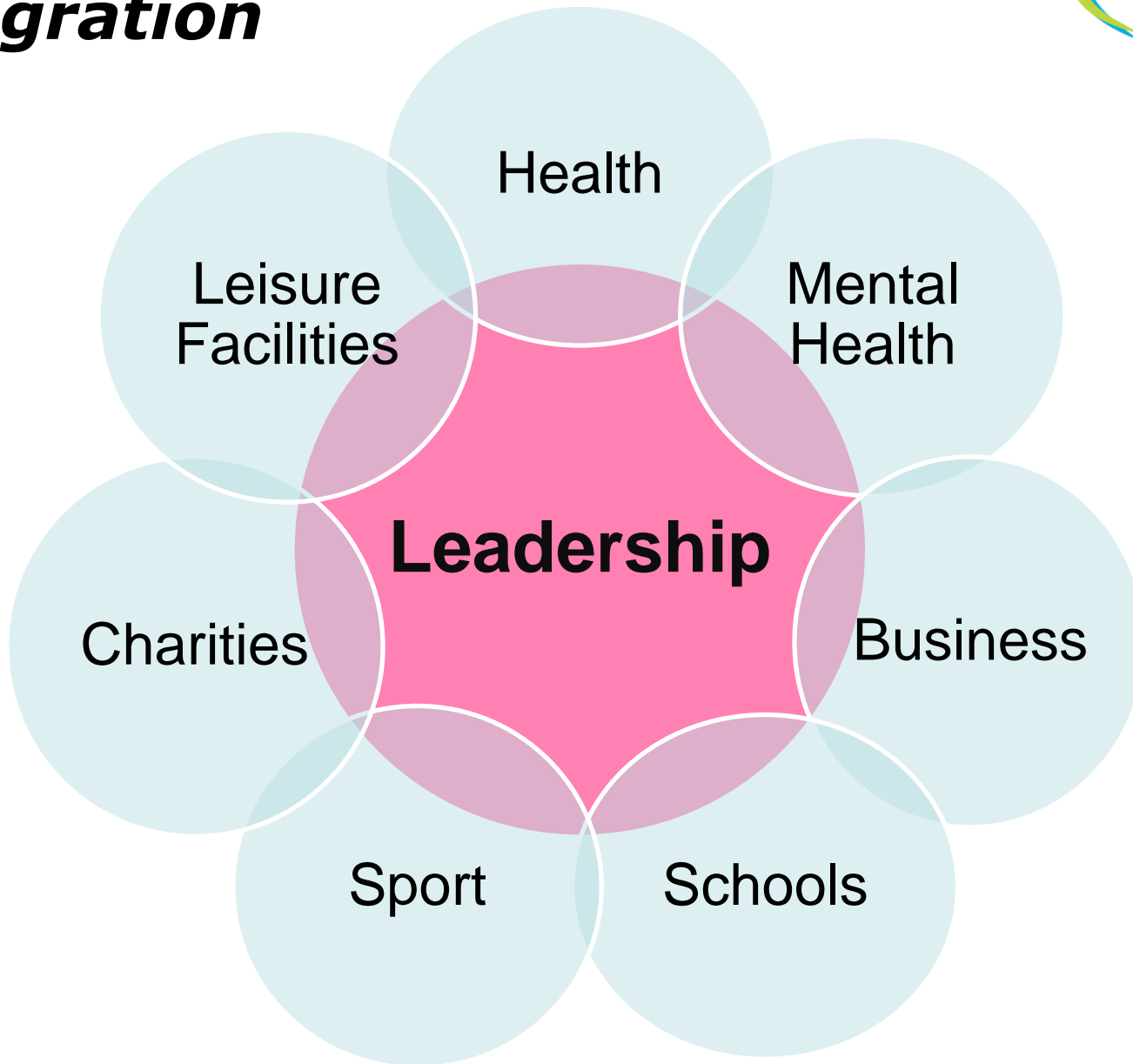


What is the perfect proactive approach?

- Shifts away from generic health promotion in isolation
- Addresses the causes and not just the symptoms
- Shifts away from spot checks and becomes an on-going education programme
- Measured scientifically to assess therapeutic and economic benefits and provide the base of evolution of approaches
- Delivered in multiple sectors



Integration



“Nothing in life is to be feared, it is only to be understood. Now is the time to understand more, so that we may fear less.”

Marie Curie

“Knowing is not enough, we must apply. Being willing is not enough; we must do.”

Leonardo da Vinci

“Attitudes are contagious: Is yours worth catching?”

Steve Waugh

***"BEING PHYSICALLY ACTIVE IS
CRUCIAL TO GOOD HEALTH. IF A
MEDICATION EXISTED THAT HAD A
SIMILAR EFFECT ON PREVENTING
DISEASE IT WOULD BE HAILED AS
A MIRACLE CURE"***

Professor Liam Donaldson

Government Chief Medical Office, 15th March 2010