The business case for workplace health & wellbeing
**Rob Rhodes,**  
General Manager, Transmin  
“A healthy business is built by a team of healthy workers. HWWA helped us get started.”

**Mark Batty,**  
Executive Manager Environment and Waste, WALGA  
“A healthy and vibrant workforce is vital for the productivity and staff retention - HWWA helped us achieve our goal”

**Ross Fitzgerald,**  
General Manager, Steel Blue  
“HWWA resources can support your company to be healthier - healthy workers are happy, productive workers”
The benefits of investing

A healthy worker is motivated, productive and less at risk from diseases like type 2 diabetes, heart disease and some types of cancer.

Effective workplace health and wellbeing programs can:

» Increase productivity at work by 29%.\textsuperscript{1}

» Improve overall worker health by 24%\textsuperscript{1}

» Reduce absence due to sickness.\textsuperscript{1}

» Result in healthier and safer workers.\textsuperscript{2,3}

» Create a positive work environment and workplace culture.

\textbf{Nathan Ahern,}\nCo-Founder, Guys Grooming

“Being healthy is not a fad! By supporting our workers’ health, we have reduced sick days and improved morale.”
The bottom line

We’ve put together a ‘typical’ scenario of how sick leave and staff turnover could affect your business. Take a look at how these factors add up.

$60,000
Average gross wage of workers ($ per year/per worker)

75% - Cost of replacing a worker (% (National estimate is between 75% - 150% of the workers wage)

ReplACe
8 HOURS
Average hours worked (per day/per worker)

$7,200 - Total cost of sick leave for your workplace (per year)

$135,000
Total cost of replacing workers (per year)

Potential Business Savings

$2,160 + $13,500 = $15,660 Potential savings from implementing a workplace health program

It is estimated that implementing a successful workplace health program can decrease staff absenteeism due to sick leave by an average of 30%.

It is estimated that implementing a successful workplace health program can decrease staff turnover by an average of 10%.

To calculate the cost of your workers’ health, visit hwwa.com.au/calc

We thank The Menzies Research Institute Tasmania and the Tasmanian Government for supplying the algorithms that underpin these calculations.
With these benefits, can you afford not to invest in workplace health and wellbeing?


Smoking, drinking too much alcohol, unhealthy eating and physical inactivity contribute to time away from work. Poor morale and stress also impact negatively on the bottom line.

Employers could achieve **significant savings** by reducing the prevalence of obesity in their workplaces.

A variety of studies have shown that for every dollar employers invest in health promotion over a 3-year period, return-on-investment ranges from $1.40 to $4.70.

Workers who smoke can cost businesses in terms of **lost productivity** due to smoking breaks and sick leave.

The costs of not investing in workplace health
Copies of this brochure can be downloaded from the Healthier Workplace WA website or call us for a printed copy. We welcome and value your feedback.

For help in building a business case

Contact details

W: hwwa.com.au
E: hwwa@heartfoundation.org.au
T: 1300 550 271

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Healthier Workplace WA is delivered by the Heart Foundation WA in collaboration with Cancer Council WA and The University of Western Australia. Healthier Workplace WA is part of the Healthy Workers Initiative, a joint Australian, State and Territory Government initiative under the National Partnership Agreement on Preventive Health.