

# PRESENTEEISM: THE LINK BETWEEN EMPLOYEE HEALTH AND PRODUCTIVITY

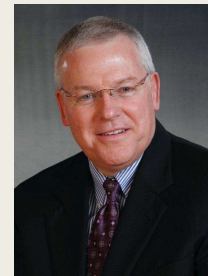
Cal Beyer, CWP & Dr. Joe Leutzinger  
November 9, 2023



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## Cal Beyer, CWP

- Over 30 years professional experience in risk management, safety & wellness
- Helped launch the workplace mental health & suicide prevention movement in the construction industry
- Appointed to inaugural Workplace Task Force of National Action Alliance for Suicide Prevention in 2010 and its Executive Committee in 2016
- Serves on Advisory Boards for Goldfinch Health, Yeturn Health, MindWise Innovations & Suicide Prevention Resource Center
- Former member of the Expert Advisory Group for the Center for Workplace Mental Health
- Strategic partner with SAFE Project (*Stop the Addiction Fatality Epidemic*)
- Frequent presenter at industry events & regular contributor to industry publications



Cal Beyer  
Human Capital Risk &  
Wellbeing Consultant  
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***Representing Holmes Murphy Construction***

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## Dr. Joe Leutzinger, PhD

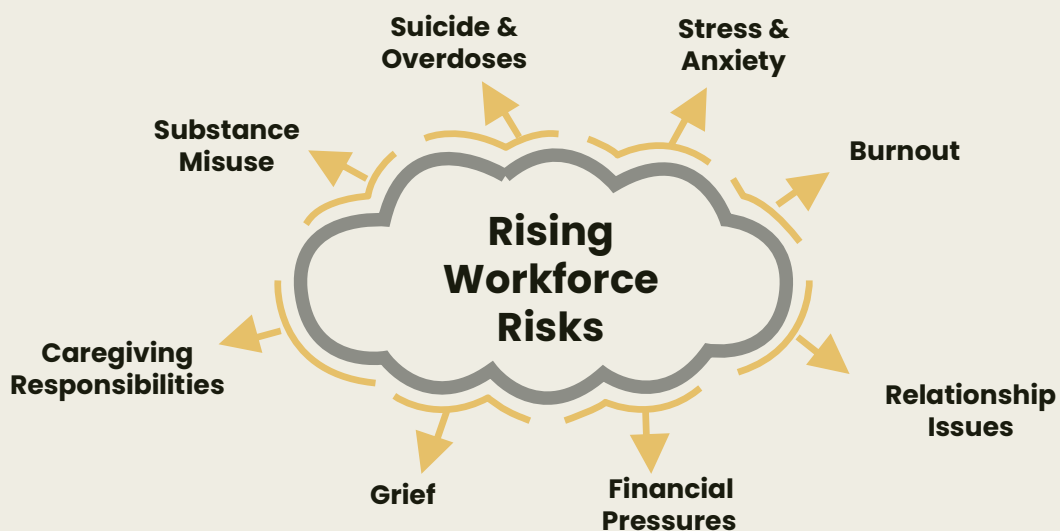
- Serves as Vice President-Development for headversity
- Served as Director-Health Promotion at Union Pacific Railroad for 16 years
- Founded and served as principal of Health Improvement Solutions for 19 years working with employers in the US and internationally
- Sold Health Improvement Solutions to headversity in 2022 where he is now VP of Development working on sales and product integration
- Acknowledged leader in the area of measuring the impacts of chronic health conditions on productivity.
- Frequent presenter at industry events & regular contributor to industry publications



Dr. Joe Leutzinger  
VP; Development  
[joe@headversity.com](mailto:joe@headversity.com)

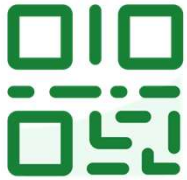


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### *“Presenteeism”*

*The practice of coming to work despite illness, injury, anxiety, impairment, and any other distractions that results in reduced productivity -- or worse*



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Is your organization impacted  
by "presenteeism"?

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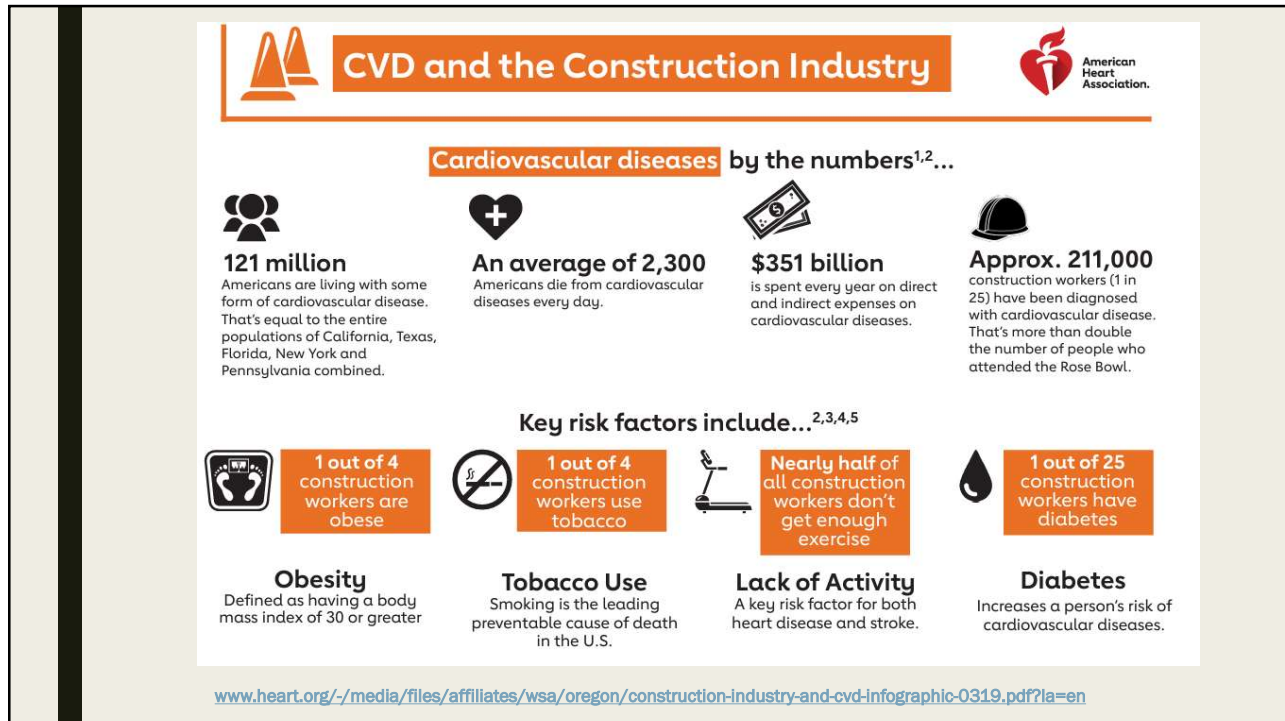
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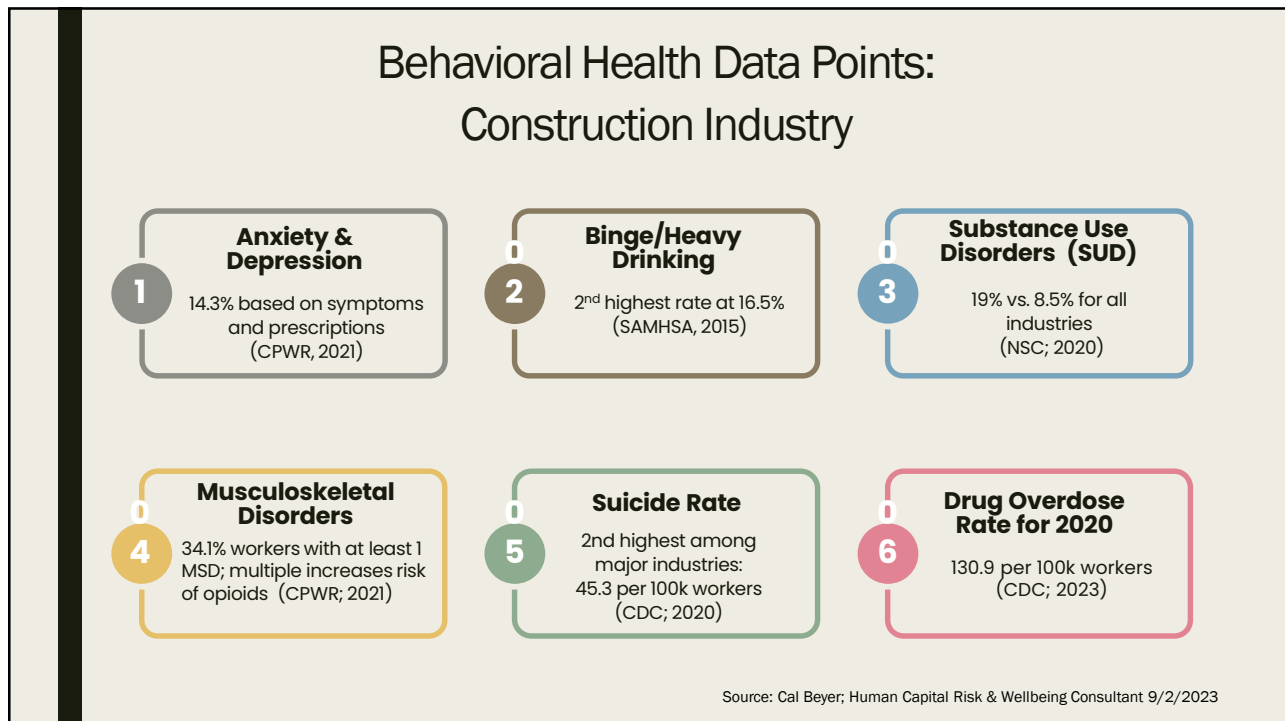
How is your organization impacted  
by "presenteeism"?

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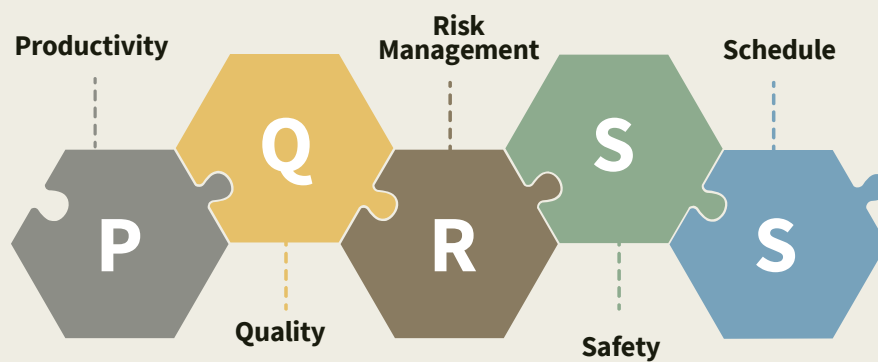


What are the consequences of "presenteeism" in the construction industry?

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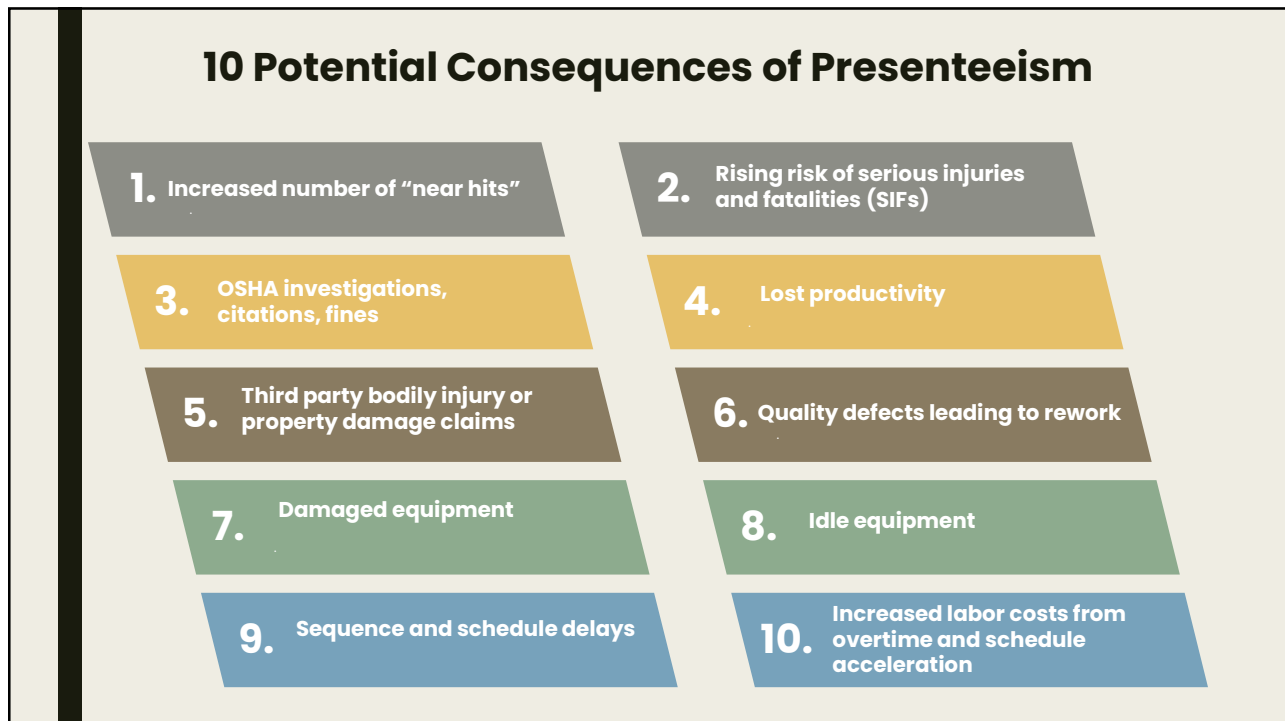
## Behavioral Health Risks: Potential Impacts on Company Performance



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## Health Conditions & Comorbidities

- Health Impacts of stress
- Physical pain, persistent headaches or GI issues
- Sleep deprivation, fatigue
- Vulnerability to illnesses
- Heart disease
- High blood pressure
- Type 2 diabetes

Mental health frequently co-occurs with chronic health conditions  
and substance use disorders

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### Depression Costliest Under Total Cost View

	Medical	Pharmacy	Medical & Pharmacy	Productivity	Total Cost
1	Other Cancer	GERD	Other Cancer	Depression	Depression
2	Back/Neck Pain	Diabetes	Back/Neck Pain	Obesity	Obesity
3	Other Chronic Pain	Hypertension	Other Chronic Pain	Anxiety	Arthritis
4	Coronary Heart Disease	Arthritis	Depression	Arthritis	Back/Neck Pain
5	Depression	Allergy	Coronary Heart Disease	GERD	Anxiety
6	Sleeping Problem	Depression	Arthritis	Allergy	GERD
7	Arthritis	Asthma	Diabetes	Hypertension	Allergy
8	Skin Cancer	Anxiety	Hypertension	Back/Neck Pain	Other Cancer
9	Diabetes	Migraine	GERD	Sleeping Problem	Other Chronic Pain
10	Obesity	Osteoporosis	Sleeping Problem	Fatigue	Hypertension



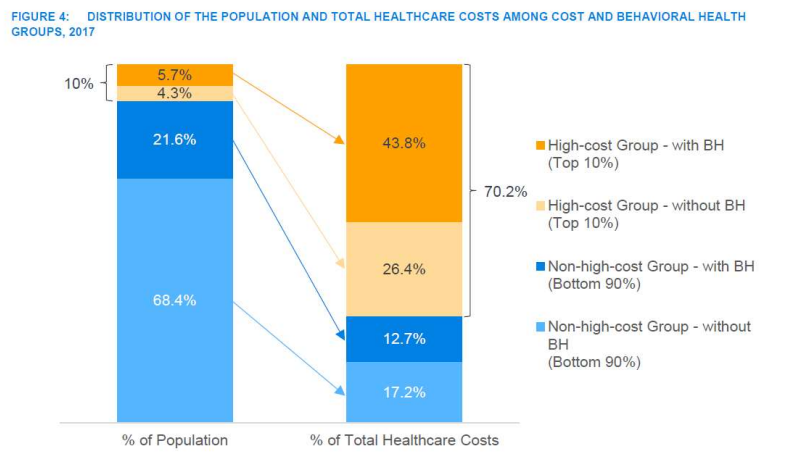
Integrated Benefits Institute (IBI) Data Published Pre-COVID-19



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## Cost Implications of Behavioral Health Claims



<https://www.milliman.com/-/media/milliman/pdfs/articles/milliman-high-cost-patient-study-2020.ashx>

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## Interweaving Wellness AND Wellbeing

- The intersection of physical health and emotional wellbeing
- An active process through which you become aware of -- and make choices -- to live a more balanced life
- A conscious, self-directed, evolving process of achieving your full potential
- A holistic lifestyle focused on being and becoming your best whole-self
- Choosing to see the best in yourself and in others by being a force of positive change and self-affirming

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## Presenteeism = Measure of Productivity

Presenteeism:

“an employee is at work but not as effective as s/he could be due to a related health issue.”

– Dr. Olivia Sacket formerly of Virgin Pulse

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What is the cost impact of presenteeism compared to absenteeism?

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Absenteeism costs on average approx. 4-5 days lost per year per employee compared to how many days lost due to presenteeism?

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In 1-2 words, what chronic health conditions have been associated with "presenteeism"?

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## Key Health Indicators Associated with Presenteeism

- Allergy
- Anxiety
- Arthritis
- Asthma
- Chronic Back Pain
- Chronic Pain (other than back pain)
- Chronic sleep conditions
- COPD (Chronic Obstructive Pulmonary Disorder)
- Depression
- Diabetes
- Fatigue
- Fibromyalgia
- Frequent headaches (not migraines)
- GERD (chronic heartburn/acid reflux)
- IBS (irritable bowel syndrome)
- Migraines
- Obesity (Body Mass Index >30)
- Osteoporosis
- Substance Use Disorder (SUD)

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## Causes and Costs of Presenteeism

1. *Personal issues* (family, department, relationships, substance abuse)
2. *Business issues* (job design, work relationships, trust, and uncertainty)
3. *Physical health decline* (chronic conditions, back pain, ergonomics, major illness diagnosis and relapse)
4. *Psychological health issues* (depression, anxiety, stress).

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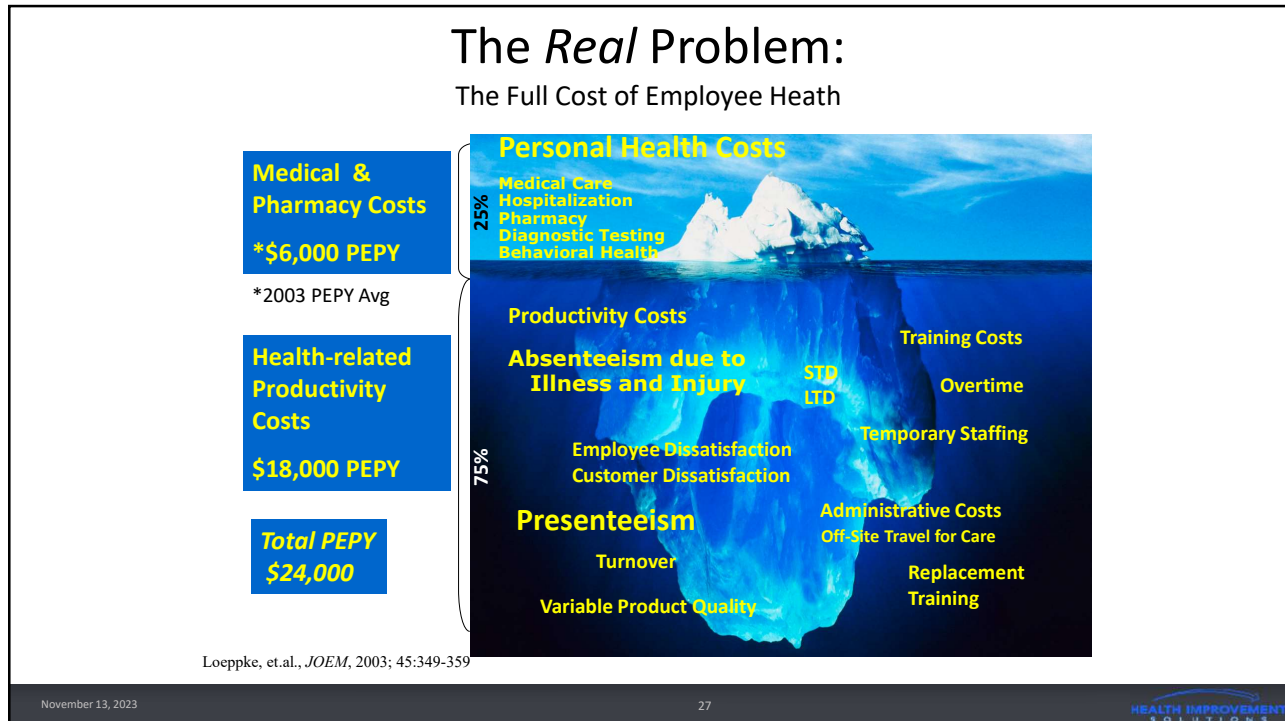
## STRATEGIES FOR CONTRACTORS AND CONSTRUCTION OWNERS TO REDUCE PRESENTEEISM

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### Strategies

- Action #1: Adopt a vision and a strategy to address holistic well-being in your organization.
- Action #2: Evaluate employee health plan claims data to identify the most common and costly top 3-5 health conditions contributing to the greatest risk to worker health and well-being.
- Action #3: Educate employers to understand the relationship between personal health habits and productivity both on the job and in their personal life, is recommended among all employers.
- Action#4: Measure presenteeism within your organization. This can be through a random sample or make the scale part of an existing survey.

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## A Presenteeism Report Card

Lockheed Martin pilot study

- Assessed impact of 28 medical conditions
- Loss costs based on average salary of \$45,000
- The 28 conditions cost the company \$34 million annually

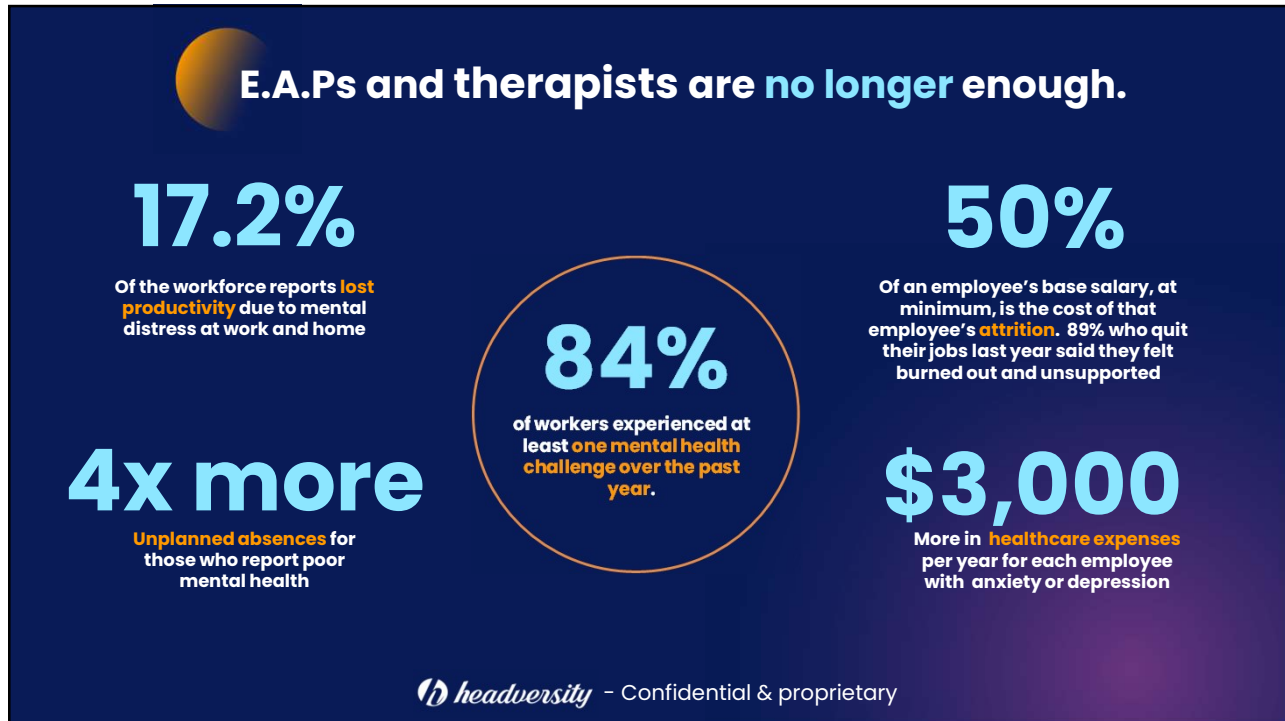
Condition	Prevalence	Average productivity loss	Aggregate annual loss
Migraine	12.0%	4.9%	\$434,385
Arthritis	19.7	5.9	865,530
Chronic lower-back pain (without leg pain)	21.3	5.5	858,825
Allergies or sinus trouble	59.8	4.1	1,809,945
Asthma	6.8	5.2	259,740
GERD (acid reflux disease)	15.2	5.2	582,660
Dermatitis 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

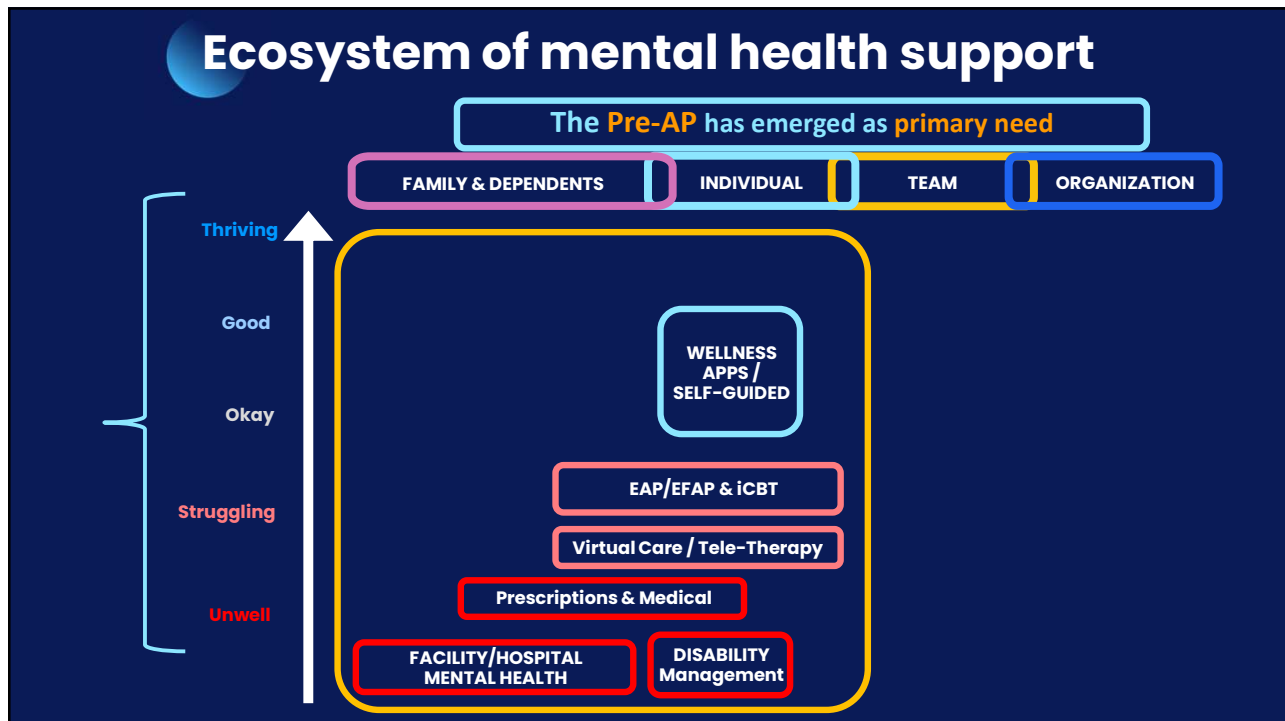
Hemp, P. 2004. Presenteeism: At work - But Out of It. *Harvard Business Review*

November 13, 2023 28 HEALTH IMPROVEMENT SOLUTIONS

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**Our preventative training is simple, practical, and inclusive. Empower everyone in your workforce to upskill mental health and build a healthy and thriving organization.**

SOLO

Training for individuals & family

- Personalized and private training for individuals
- Tools, Nano-practices, and Micro lessons
- Evidence-based training
- Track progress
- Core & Work Resilience skill measures
- Gamified and multi-media rich experience

TEAM

Tools for teams and leaders

- Group training for any team meeting
- One click, 3-to-7 minutes
- Expert curated talk tracks
- Automated facilitation to stimulate group discussion
- Interactive & confidential polling feature
- Track team progress & insights

REACH

Helping leaders drive engagement

- Promotional calendars and assets for any channel, including print!
- How-to videos that outline product functionality
- Materials for monthly mental health milestones
- Unlimited access to organizational insights and reporting



**Our Impact**

<b>3M+</b> learners & champions	<b>93%</b> perfectly tailored to their needs	<b>72%</b> more meaning in life after training	<b>26%</b> reduction in burnout symptoms	<b>92%</b> report better work/life balance	<b>81%</b> better manage stress
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NORTH AMERICAS  
LEADING  
CONSTRUCTION  
COMPANIES.



WHAT CLIENTS ARE SAYING

**LNGC – “HEADVERSITY IS A KEY PART OF OUR AMBITION OF BEING THE SAFEST PROJECT ON EARTH”**

**GRAHAM CONSTRUCTION – “INTEGRAL PART OF OUR SAFETY PROGRAM”**

**PLC – ENSURING PSYCHOLOGICAL SAFETY AS MUCH AS PHYSICAL SAFETY**

**APACHE CONSTRUCTION – “THIS HAS LEVELED UP OUR HEALTH & SAFETY GAME”**


**SERERUS MURPHY – “HEADVERSITY HITS MENTAL HEALTH HEAD ON IN A WAY THAT THE GUYS UNDERSTAND.”**

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### Completing the continuum of mental health care.

		TRADITIONAL <b>EAP</b>	VIRTUAL <b>THERAPY</b>	
Bi-passes stigma, useful for everyone	✓	✗	✗	Thriving
Skills-based approach to <u>prevention</u>	✓	✗	✗	
Personalized to specific skill needs	✓	✗	✗	
Motivational science & gamification	✓	✗	✗	Good
Psychometric INSIGHTS reporting	✓	✗	✗	
Integrated one-touch channel to care	✓	✗	✓	Okay
iCBT for condition management	✗	✗	✓	
Crisis & trauma support	✗	✓	✓	Struggling
Access to counselling sessions	✗	✓	✓	
Scheduling w/ therapists or specialists	✗	✗	✓	Unwell

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## Trades and Construction reasons

- ✓ **“Death by suicide & workplace incidents (stress)”**
- ✓ **“No one is using the EAP...”**
- ✓ **“...need to do something more in mental health”**
- ✓ **“Burnout” or “Retention” or “Stress” or “Anxiety”**
- ✓ **Rise in claim costs (prescriptions, leaves/STD/LTD)**

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# Justifying a PRE A.P. Approach




<p><b>“Save one life” and safety</b>  <i>Death by suicide 3X+ in construction (CDC)</i></p>	✓	<p><b>72%</b>                  more meaning in life after training</p>
<p><b>Performance &amp; Productivity</b>  <i>78% missed work for mental health reasons (MHCC)</i></p>	✓	<p><b>50%</b>                  Less sick days take</p>
<p><b>50% ignore depression and anxiety</b>  <i>Significant risk for injuries in the field</i></p>	✓	<p><b>183%</b>                  Increase in EAP usage &amp; crisis resources</p>
<p><b>Reduce costs</b>  <i>&gt;70% attrition from burnout or no MH support (HBR)</i></p>	✓	<p><b>26%</b>                  reduction in burnout symptoms</p>
<p><b>Upskilling – better way toward prevention</b>  <i>52% of employees feel A LOT of stress (Gallup)</i></p>	✓	<p><b>81%</b>                  better manage stress</p>

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In 1-2 words, describe how you feel about what you learned in this session on presenteeism.

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What is the biggest takeaway you have from attending this session on presenteeism?

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4Q 2023 Feature article by Cal Beyer & Dr. Joe Leutzinger

*What's the Link Between Employee Health and Productivity?*



The **VOICE**

**The Voice Magazine**  
The Official Magazine of the  
Construction Users  
Roundtable



<https://flip.matrixgroupinc.net/curt/2023/issue04/#page=22>

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## Contact Information

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