

# Linking Health and Productivity

Health and Productivity Management (HPM) is defined by the Institute for Health and Productivity Management as the “integration of data and services related to all aspects of employee health that affect work performance; it includes measuring the impact of targeted interventions on both employee health and productivity.”<sup>25</sup>

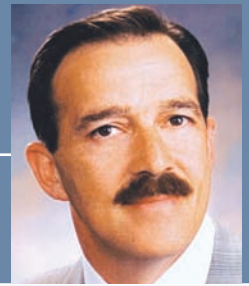
An emerging metric within the field of HPM that is gaining more attention by decision makers is **presenteeism**. Presenteeism refers to diminished on-the-job performance due to impairment by health risk factors, health problems, or work/life issues. Unmanaged health issues, such as diabetes, migraine headaches, or asthma attacks, can impair productivity significantly when they are viewed cumulatively across an employee population.<sup>12-15,26</sup> As illustrated on the previous page, presenteeism—when compared to other cost-drivers—is a significant liability for any organization, especially for smaller companies who rely on a concentrated workforce.

## Measuring presenteeism

Different variables are used to define and measure presenteeism within different job classifications. For example:

- Data entry output may be measurably slowed when a keyboard operator suffers from untreated carpal tunnel syndrome.
- Telephone on-hold times may be excessive when a customer service representative suffers from unrecognized, untreated clinical depression.

When a job presents no measurable productivity variables, as in the case of most white-collar or knowledge workers, self-reported survey instruments can provide useful, reliable data for informed decision making, according to Ronald C. Kessler, PhD, professor of health care policy at Harvard Medical School.<sup>26,27</sup> For example, the World Health Organization’s Health and Work Performance Questionnaire (HPQ) is one of many such tools available for tracking the effects of health problems on work performance.<sup>15-15,28,29</sup>



Marc LeBaron  
Chairman and CEO

## Lincoln Plating

### Go Platinum

#### Company Overview

- Type of industry: Manufacturing
- Number of employees: 450

#### Program Components

- Mandatory quarterly health screenings and individual coaching
- All employees set wellness objectives tied to overall performance and pay
- Health Reimbursement Account (HRA) with credits for being tobacco free
- Tobacco-free campus
- Free onsite/on-the-clock tobacco cessation and weight management programs for employees and family members

#### Program Highlights

- The statement, “Wellness and healthy lifestyles are important to our success,” has been in company belief statement since 2004
- *Go Platinum* received top national wellness program award in 2003 and 2006
- Health care costs 50% below national average
- Workers’ compensation costs average less than 1% of payroll

#### CEO Statement

“Too often companies look at wellness as just another benefit. We have fully integrated wellness into every aspect of our company’s culture. It’s a source of pride and reflects how we care for one another. As a result, wellness has become a critical element of our success.”

“At Lincoln Plating, we have fully integrated wellness into every aspect of our company’s culture.”

