



Australian Government

Comcare

QUANTIFYING THE RETURN ON INVESTMENT: ORGANISATIONAL EXAMPLES

This publication provides information about the return on investment achieved by different types of health and wellbeing programs that have been implemented in a variety of organisations.

THE HEART FOUNDATION

The Heart Foundation in Australia implemented a health and wellbeing program in 2009, which offered a range of activities focused on both physical and mental wellbeing. Evaluation of the program revealed a 33 per cent decline in absenteeism and a five per cent decline in voluntary turnover. Additionally, 42 per cent of workers reported being more physically active and 79 per cent reported some type of improvement in their health following the program. For more detailed information on this health and wellbeing program, refer to [Championing Hearts in NSW: Staff Wellness Program 2009 \[PDF, 1024KB\]](http://www.heartfoundation.org.au/SiteCollectionDocuments/HFNSW-WellnessCaseStudy.pdf) (<http://www.heartfoundation.org.au/SiteCollectionDocuments/HFNSW-WellnessCaseStudy.pdf>)

TOMAGO ALUMINIUM

Tomago Aluminium, one of Australia's largest producers of aluminium, implemented a health and wellbeing program known as POWER (Preventing Obesity Without Eating like a Rabbit), which involved education for male shift workers on healthy eating and physical activity. Tomago Aluminium found that following the program, workers experienced an average 4.5 kg decrease in weight. The program was also found to have significant positive impacts on absenteeism, presenteeism and injury rates. For more detailed information on this health and wellbeing program, go to <http://www.theage.com.au/lifestyle/wellbeing/blogs/chew-on-this/shifting-the-weight-at-work-20110606-1fogh.html>.

MDS NORDION

In 1991, MDS Nordion, a large health science company in Canada, implemented a multi-faceted health and wellbeing initiative. This initiative included a health needs assessment for staff, followed by a tailored health and wellbeing program. The company also provided a variety of training across the organisation on topics such as communication and conflict resolution. Following this initiative, a 33 per cent reduction in absenteeism and an 80 per cent decline in lost time due to injuries was found. For more detailed information on this health and wellbeing initiative, refer to pages 15 and 16 of [A Fine Balance: A Manager's Guide to Workplace Well-Being \[PDF, 8776KB\]](http://www.cspc-efpc.gc.ca/pbp/pub/pdfs/P109_e.pdf) (www.cspc-efpc.gc.ca/pbp/pub/pdfs/P109_e.pdf).

FLEXCO

Flexco, a conveyor belt maintenance solutions company in the USA, commenced a health and wellbeing program which started with financial incentives for workers to improve their health. The program has now grown to be more comprehensive following encouraging results including 26 per cent of employees experiencing improvements in blood pressure readings and 10 per cent losing weight. For more detailed information on this health and wellbeing program, go to http://www.mlive.com/business/west-michigan/index.ssf/2009/04/wellness_program_case_study_fl.html.

FURTHER INFORMATION

Further case studies can be found at Comcare's [work health case studies page](#).