

# Workforce Focus

*From the Elgin, Middlesex, Oxford,  
Workforce Planning and Development Board.*

## Health and Wellness

- Workplace Wellness
- Working Hours
- Healthcare workforce

### Workplace Wellness

#### What do wellness programs look like?

- Immunization clinics
- Subsidized gym memberships
- On-site health risk screenings
- Subsidized healthy food choices
- Incentives for achieving fitness goals

**Benefits:** Wellness programs have reaped big rewards in the form of:

- Lower health care costs
- Greater productivity
- Higher morale
- Lower absenteeism
- Better employee retention

(Berry, Mirabito, Baun: Harvard Business Review, Dec. 2010)

**ROI:** Comprehensive, well-run employee wellness programs can deliver a return on investments as high as 6 to 1.

(Berry, Mirabito, Baun: Harvard Business Review, Dec. 2010)

**Practice Rate:** The 2013 Employer One survey of local employers indicated that 42% of those surveyed participated in some form of workplace wellness. 80% of health benefit sponsoring employers plan to invest more resources into health and wellness, the leading reason being to increase employee health and productivity. A majority also feel it will align them better with corporate culture.

(SANOFI Canada Healthcare survey, 2013)

**Awareness:** While 65% of health benefit sponsoring employers recognize access to wellness programs, only 35% of plan members are aware of them. Targeted approaches for unique employee populations is one method for improving wellness program awareness and success.

(SANOFI Canada Healthcare survey, 2013)

### Wellness Program Employers

Elgin-Middlesex-Oxford, 2013

By Size (number of workers)	Wellness Program Participating	Sample size
Large (100+)	77%	56
Medium (20-99)	47%	64
Small (0-19)	29%	174
By Sector		
Real Estate and Leasing	100%	3
Finance and Insurance	87%	15
Utilities	83%	6
Education	70%	10
Health care	69%	13
Public Services	57%	14
Wholesale Trade	56%	9
Information and Digital Technology	50%	8
Transportation and Warehousing	50%	2
Manufacturing	47%	45
Professional Services	36%	28
Other Services	35%	54
Retail trade	26%	19
Scientific and Technical Services	25%	4
Agriculture	20%	20
Arts, Entertainment and Recreation	18%	11
Accommodation and Food Services	18%	17
Construction	7%	15

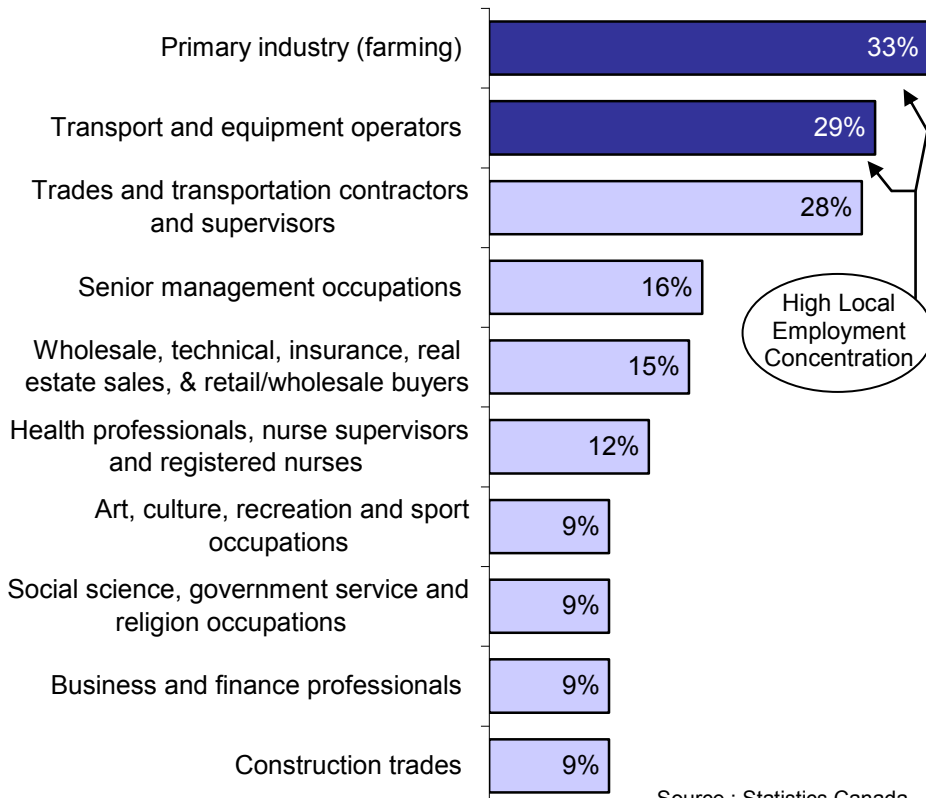
Source: Employer One survey of Elgin, Middlesex, Oxford, 2013



For more information please contact The Workforce Planning and Development Board at:  
705 Consortium Court, London ON N6E 2S8 (519) 672-3499 info@workforcedevelopment.ca

## Heavy Hours

Share of workforce working average of 50+ hours per week  
Ontario, 2012



Source : Statistics Canada  
2012 CANSIM

## Health Impact

Overloaded employees are more likely to be in poorer physical and mental health.

The amount of time employed Canadians spend in paid employment has increased dramatically over the past 20 years.

- 32% of employees report high work overload.
- Only 3% report low levels of stress.
- 54% of employees take work home outside of regular hours.
- One in four employees feel “work extension technology “ such as email has increased the amount of stress they are under and the amount of work they do each day.
- One five workers are in poor/fair health.

Source: Duxbury and Higgins, Revisiting work-life issues in Canada, 2012.

### Burn-out prevention strategies:

- Encourage employees to take their breaks, including lunch, instead of eating at their desks
- Encourage staff to take their vacation time.
- Discourage after hours emailing.

## Healthcare Snapshot

Elgin-Middlesex-Oxford, 2011

Source : Statistics Canada  
2011 National Household Survey

	Employment	Median Age	% of workers retiring between 2011 and 2021	Annual Median Income (Ontario)
Registered nurses and registered psychiatric nurses	6,825	45.1	24%	\$73,960
Nurse aides, orderlies and patient service associates	4,020	40.9	13%	\$37,874
Specialist physicians	1,165	39.3	14%	\$127,761
Licensed practical nurses	1,115	43.7	29%	\$50,483
General practitioners and family physicians	990	38.4	12%	\$129,007
Medical laboratory technologists	560	41.2	19%	\$71,091
Massage therapists	560	32.9	6%	\$29,495
Medical radiation technologists	510	40.0	16%	\$73,843
Dental assistants	505	32.2	5%	\$35,522
Paramedical occupations	500	34.2	8%	\$80,675
All Health Occupations	23,340	42.7	17%	\$58,844

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