

# Presenteeism: Focus On



The overwhelming majority of health-related productivity losses occur *on the job* from reduced performance by employees who show up for work not feeling their best. This is commonly known as presenteeism.

## Presenteeism & the Importance of Wellness Programs

The implications and costs of presenteeism are enormous and can be highly disruptive. Integrating wellness strategies into a safety program can help combat the effects. Let's look at a 4-step example by the Canadian Mental Health Association, Manitoba Division (Manitoba Model).

### 4 Steps to Take

#### 1. Get Workers' Feedback

Have workers fill out a questionnaire to determine perceptions about their health, well-being, and what causes work-related stress. Respondents should remain anonymous, so they provide candid responses. ([Click here for a Questionnaire you can adapt.](#))

#### 2. Evaluate Feedback

Next, evaluate the results to identify problems that need to be addressed. For example, questionnaires might reveal a certain process is unusually stressful or fatiguing.

#### 3. Intervention

Prioritize the problems and decide when and how to address them. Let workers know when steps are taken to resolve problems.

#### 4. Re-Issue Questionnaires

The first set of questionnaires serves as a baseline. Once the results have been processed and interventions taken, the cycle begins again (every 1 and 3 years, according to the Manitoba Model's authors).

## Conclusion

To be fair, the Manitoba Model is a strategy for implementing a wellness program controlled by management across an entire organization, not purely a safety program. Still, it's an effective approach that you can use to introduce and integrate elements of wellness into your overall health and safety program.