

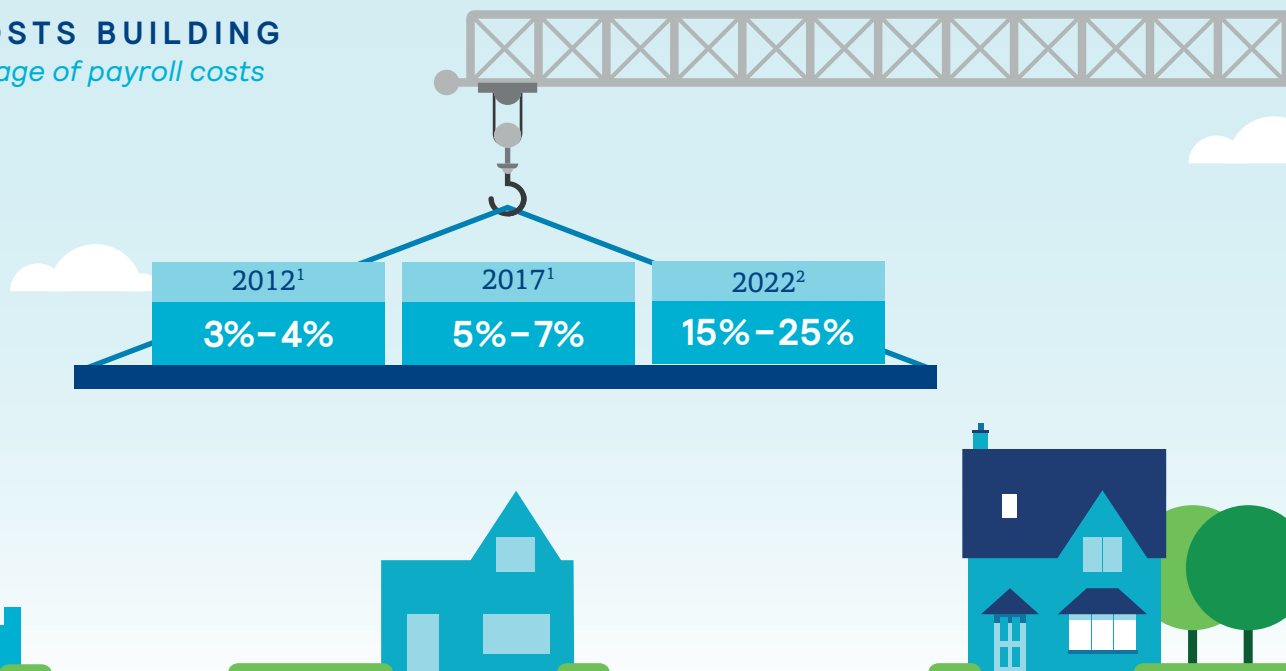
BUILDING THE WAY TO TOTAL HEALTH

REDUCE THE “HIDDEN” COSTS OF ABSENCE AND BOOST PRODUCTIVITY

It seems like everyone is stressed these days. Workers are losing sleep over finances. Record numbers are calling in sick. Mental health rates are skyrocketing. And company leaders are worried about rising benefits costs and the impact of possible cutbacks from provinces and territories. All of this points to caution ahead unless organizations decelerate the rise of two leading obstacles to growth – absenteeism and disability.

BENEFIT COSTS BUILDING

Average percentage of payroll costs



WATCH OUT FOR CRACKS IN THE FOUNDATION



ABSENTEEISM

- Costs employers **\$16.6 billion** annually³
- Keeps **500,000** workers away from work each week due to mental health issues⁴



STRESS

- Affects **72%** of all employees, who want their employers to help⁵
- In their job has caused **one in four** workers to leave their employer⁶



DISABILITY

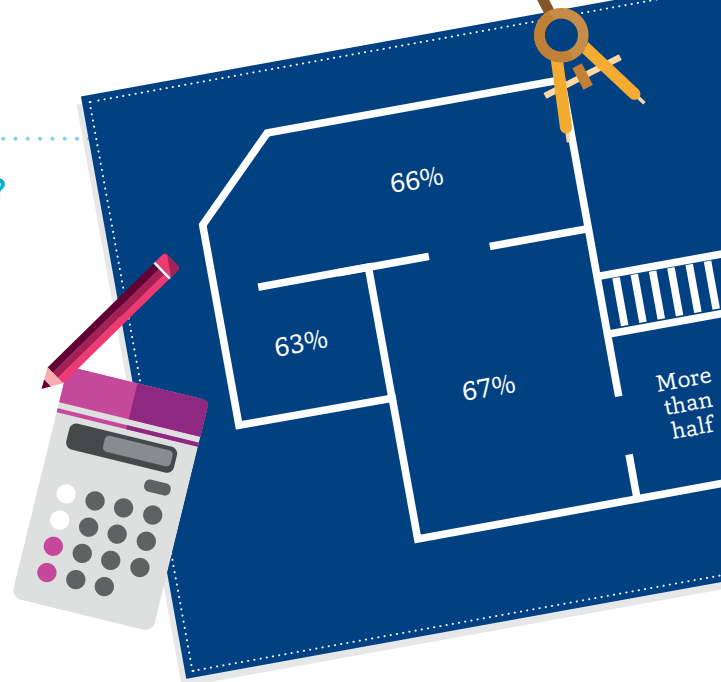
- Strikes **one in five** Canadians due to a psychological health problem or illness in any given year⁷
- Due to psychological health problems – the number one cause of disability – costs the economy **\$20 billion** per year⁵

NEED A NEW PRODUCTIVITY BLUEPRINT?

Wellness programs have shown to make a significant difference in productivity and even in financial markets. Companies with superior wellness programs have seen increased value in their stock as a result of improved workforce performance. Plus, of employers with a wellness program and that have measured its impact⁸:

- **More than half** have benefited from a decrease in absenteeism
- **63%** are experiencing financial sustainability and growth
- **66%** reported increased productivity
- **67%** said their employees are more satisfied

Source: 8.) International Foundation of Employee Benefit Plans Workplace Wellness 2017 Survey Report.



GETTING TO THE TOP

Diagnose your data

To successfully identify and diagnose the issues, and then determine the right solutions, ensure you are using reliable data to construct your plan.

Consider Best Practices for You

Is your health management program the best for your company and its unique business plan, goals, culture and talent management program?

Measure your progress

The right solution reveals proven ROI — not to mention an improvement in sales, morale, mental health, administration costs and more.

Keep them at work

Mercer's Total Health Management approach can help promote a safe workspace and positive culture that will result in greater employee reliability and productivity. Equipped with a database of proven policies and programs for short-term disability, leaves of absence and accommodation, we can build and implement an innovative program that has helped our clients reduce claims duration and costs an average of 10%–15%.

PUTTING THE BUILDING BLOCKS TOGETHER

Allow us to create the best tools, support and environment to manage and mitigate the costly health landscape. We'll work to deliver measurable results that enhance not only your employees' health and productivity, but the vitality of your entire organization. Contact us today.

