We have been provided with the following national case studies to support workplace health:

Workplace Health National Case Studies

Royal Mail

The Royal Mail has experienced issues of long-term absence, especially related to musculoskeletal health, for many years. In 2003 their sickness absence levels were 7 per cent (an average of 16 days per employee per year) and a daily cost of £1m. Customer service standards were also being affected. Royal Mail introduced a range of integrated measures:

- Health screening
- Health clinics at 90 sites
- Fast access to occupational health services
- Access to physiotherapy
- Employee assistance programme (EAP)
- Incentive scheme
- Rehabilitation centres focusing on improving back, neck and shoulder injuries
- Phased and partial return to work (RTW)
- Case management

After four years, sickness absence levels had fallen to 4 per cent (10 days per employee) and saved Royal Mail almost £230m. Up to 3,600 more staff were available to work each day as a result of these measures (Marsden and Moriconi, 2008 cited in Bevan The Business Case for Employee Health and Wellbeing 2010).

Ginsters

Introducing an Active Workplace intervention for the 540 employees of the Ginsters factory in Cornwall not only reduced sickness, stress-related illness and accidents at work, but also led to a 14% reduction in health premiums, a 14% reduction in staff turnover and a drop in recruitment advertising costs from £55,000 to £15,000 over three years (Hudson, 2010). Working with Sport England and the local council to encourage active travel, create physical activity opportunities in the workplace and build links with local sports clubs, which allowed employees and their families to trial new activities at new clubs, the employees of Ginsters are far healthier and more positive about their jobs and the reputation of the factory has grown considerably.

Stockport Council

Encouraging better physical and mental health amongst staff at Stockport Council led to a 44% reduction in sick days which equated to a saving of £1.58 million (Business in the Community, 2009).