

Institute for Health and Productivity Management

Workplace Wellness Alliance

Accelerating Health and Performance Globally



You are subscribed as lauren@ihpm.org

Can U.S. Employers Afford Not to Address Insomnia in the Workplace?

About IHPM/WPWA
<http://www.ihpm.org>

This is the challenging question posed by Dr. Ron Kessler of the Harvard Medical School, who led the American Insomnia Survey of about 7500 workers nationally, and found:

- Nearly **one quarter** of working-age people report symptoms of **insomnia** – half of whom have “severe” insomnia, with their sleep disturbed every night for 2 weeks or more;
- Resulting “functional impairment” or **presenteeism** equivalent to **8 days of lost work performance annually** – 11 days when combined with co-morbid conditions like chronic pain and depression, themselves major reasons for productivity loss.

Dr. Kessler went on to say: **“in an information-based economy, it is difficult to find a condition with a greater effect on productivity.”** The impact extends to fatigue – itself yet another major reason for reduced productivity, as well as a **safety risk** associated with a 70% greater likelihood of industrial accidents.

Yet, despite its huge impact on functional health and productivity, insomnia – and sleep health generally – does not receive the attention it deserves from employers.

The failure to address a major health and performance issue is why



the **Institute for Health and Productivity Management** (IHPM) – in collaboration with sponsors **Merck**, **Optisom**, and **Resonea** – has created a **WorkPlace Center for Sleep Health & Wellness**.

With this **WorkPlace Center**, IHPM intends to close the “knowledge gap” on sleep, starting with insomnia – and help employers take the actions needed to address the serious consequences for employee health, safety and productivity. Key information and immediate access to valuable resources on **insomnia** can be gained by going to the following URL

<http://www.ihpm.org/workplace-centers/sleep-health-and-wellness/>



Meet MERCK

<https://www.merck.com/index.html>



Meet OPTISOM

<https://www.optisom.com/>



Meet RESONEA

<http://resonea.com/>

Global Accelerator Q4-2017/Q4-2018

IHPM and its **WorkPlace Wellness Alliance (WPWA)** – created by the **World Economic Forum** and now powered by the **Institute** – carried out its mission to *accelerate health and performance globally* from Scottsdale to Houston, from Bahrain to Beijing, and from Switzerland to London.

Bahrain was the site for the **Global Accelerator** event in September 2017, held in alliance with Steering Group member **Saudi Aramco** under the auspices of **IHPM MENA**, the Institute’s Middle East & N. Africa Chapter, drawing attendees from Europe, the UK and the US as well as the Arabian Gulf states. Following the larger Accelerator event, IHPM held an on-site **Certification & Training Academy**, certifying attendees in the professional discipline of Health and Productivity Management. Stay tuned for more to come in 2019 from IHPM MENA

IHPM's first months, 2018, were focused intently on China, with the Institute making two trips to Beijing to begin working with its local provider partner and China’s largest employer on worksite wellness and prevention initiatives designed to improve employees’ health and increase their productivity.

Another first-quarter highlight was convening an **Employer Advisory Board** to assess the potential value and feasibility of introducing a radical new approach to nutrition – the Fasting Mimicking Diet (FMD) – into corporate health and wellness programs. The published research behind the FMD suggests a possibility of increasing **healthspan** – or years of healthy life – by regenerating cells and, in effect, slowing the aging process

associated with all chronic disease. IHPM now is collaborating with [L-Nutra \[ProLon\]](#) on a white paper about the FMD, to be published in Q1 2019.

Working in alliance with [Sanofi](#), the Institute produced and published a major research “white paper” on a topic critical to the financial and operational sustainability of health care systems globally – in addition to reducing presenteeism and improving worksite productivity: [Making Self-Care an Investment in Better WorkForce Health and Productivity](#).

At IHPM’s annual September **Global Steering Group & Business Council Forum** in Phoenix, the focus was on *behavioral health issues* in the workplace.

Caterpillar spoke to: (1) strategies for addressing the disturbing rise in suicide, an ultimate breakdown of the mental and emotional health that is the cornerstone of total health and wellbeing; (included was an introduction to the path-breaking Australian program [RUOK](#)); and (2) the need for better, more urgent employer responses to the rising epidemic of opioid misuse originating in prescriptions for the strongest painkilling drugs. [Pfizer](#) then presented an [Employer Guide to Pain Management](#), published with the [Midwest Business Group on Health](#) in part to reduce the use of opioids.

A special **Energy Industry Forum on Obesity Management** was held in Houston in September, in alliance with Steering Group member [Novo Nordisk](#) and [Ochsner Health System](#). All leading corporate health management programs approach obesity as a wellness/lifestyle behavior change issue. But the huge and increasing populations of seriously obese and pre-diabetic employees argue for a new approach combining medical management with behavior change, to begin stemming the tide of this workplace epidemic – which also results in significant productivity loss.

IHPM returned to Houston in October for its **3rd Biennial Energy Industry Summit**– hosted again by [Chevron](#) and co-sponsored as well by [Royal Dutch Shell](#) and [Compass Group](#). A lineup of thought-provoking industry topics included:

- Opening talks from senior **Chevron** and **Shell** executives on the strategic importance given to employee health and wellbeing, and their major impact on engagement, safety, and performance;
- Giving serious attention to the importance of sleep, stress, and fatigue as major influencers of better workplace health and safety;
- Connecting existing industry cultures of operational excellence and safety with a new “culture of health” to maximize wellbeing and performance;
- Using nutrition as a comprehensive and systematic health improvement strategy to be integrated with physical activity, a twin pillar of wellness;
- Addressing the increasing importance of psychosocial and mental health concerns by strengthening the role of EAPs in building individual and organizational wellbeing;
- Building the “psychological capital” of resilience that enables employees to handle workplace stressors and go beyond just “surviving” their work lives to “thriving” in them;
- Meeting the significant challenges of travel medicine to protect the health of international business travelers in a very global industry;

- Determining how to communicate to senior management the business value of employee health and wellbeing as “human capital, so they will invest in it.

Europe | UK - 2018

Prior to heading to Europe to close out the travel year with Forums for both the EU and the UK, IHPM produced and published another major new research “white paper” addressing the leading reported reason worldwide for not being able to work effectively: [Global Burden of Chronic Musculoskeletal Pain in the Workplace](#). This paper, sponsored by **Pfizer**, reports on the prevalence of chronic musculoskeletal pain and its impact in major regions of the world – measured by (1) years lost to disability and (2) total economic costs of lost productivity. The Institute will be pursuing this priority area of work place health with employers in both Europe and the U.S. in 2019.

At the end of October IHPM journeyed to Vevey, Switzerland where **Nestle** hosted the **12th EU Forum** – with additional support from **Technogym** and **InfoTech**. Nestle opened the event by affirming its commitment to the total health and wellbeing of its employees worldwide, its participation on *IHPM’s Global Steering Group*, and its affiliation with the *World Economic Forum*. Topics that engaged participants from 10 European countries as well as the US and Canada included:

- **Nestle’s** global employee health strategy for its 323,000 employees in 189 countries – combining health and wellness, prevention, and workplace risk management, safety and health protection – with three major components: (1) Primary – promoting safety and health; (2) Secondary – managing injury and illness; and (3) Tertiary – managing disability;
- **InfoTech’s** capabilities of putting wellbeing metrics to work for business by (1) producing clear, easily communicated, business relevant and actionable data on employee wellbeing, (2) supporting these data with scientific evidence, and (3) segmenting the data through analysis to highlight top priority areas for making corporate investments in better work force health as well as increased productivity;
- Role of a wellness “ecosystem” at **Technogym**, the world-leading maker of top quality exercise equipment, to combat the Number One risk factor for cardio-metabolic disease – sedentariness; – using a Wellness Index validated against clinical data to measure the workplace outcomes of its wellness program;
- **Morneau Shepell** described the innovation taking place across the changing landscape of mental health – using the technology of internet-based *Cognitive Behavioral Therapy (CBT)* and mobile phone apps -- to expand access to behavioral health supports in a cost-effective manner, and thereby reduce both the duration and the total economic cost of absence from work because of mental health issues;
- Large unmet mental health needs in the rising economies of Central and Eastern Europe were described by **Chestnut Global Partners CE, (a Morneau Shepell Joint Venture)**; suicide rates in these countries are among the highest in the world, in part due to high job pressures in the midst of low unemployment and worker shortages;
- **Novartis’** award-winning *Be Healthy* program now is focusing on helping to manage energy more than time, as a sustainable and holistic approach to having an energized work force and a company that will attract and retain the best needed talent;
- Extending employees’ “healthspan” – healthy lifespan – through following a **Fasting Mimicking Diet (FMD) | L-Nutra/ProLon**;
- **Pfizer** spoke about managing chronic musculoskeletal pain, now responsible for 1/5 of years lost to disability in the EU with its biggest impact on workers aged 30 to 50 years – who are among the most productive in any work force; chronic pain is responsible for medical and lost productivity costs of from 3 to 10% of GDP in EU member countries;
- Geneva-based **World Self-Medication Industry (WSMI)** and **Sanofi** spoke on investing in better work force health and productivity through greater, appropriate use of self-care and self-treatment (including non-prescription drugs), which has the multiple virtues of being quick, safe, effective and low-cost compared with physician-provided medical care and prescription drugs;
- Updating the outmoded *World Health Organization (WHO)* definition of health – away from the idealistic formulation of “complete physical, mental and social well-being” to

the more practical and realistic “ability to adapt to and self-manage the social, physical and emotional challenges of illness” – given the growing population worldwide of those living with chronic disease.

December brought IHPM to London, where [Unilever](#) hosted IHPM's *UK Forum*, with additional support from [Technogym](#), [Lifeworks by Morneau Shepell](#) and [Compass Group](#). [Unilever](#) opened the event by emphasizing the Company's commitment to the health and wellbeing of its 160,000 + employees in 72 countries, and the reach of its award-winning *Lamplighter* program as evidence of “walking the talk” when it says “good health is good business.”

Topics that engaged participants from the Continent, Canada and the US as well as the UK included:

- **Unilever's** global employee health program – exemplified by its multi award-winning *Lamplighter* program, which has produced an ROI of 2.57 – builds the “human capital” value of workers' health and wellbeing around the world, strengthening them to add value to the business as well as to themselves;
- Presentation of [IHPM's President's Award](#) for continuing global leadership in Health and Productivity Management to [Dr. Rajgopal Thirumalai, Unilever's Vice President for Group Medical & Occupational Health](#);
- Innovating to meet the challenges of worker health globally for a diverse work force of 200,000 employees at [Comcast](#), captured in the stated corporate aim “to create an amazing employee experience” through benefit programs that include availability of both Financial and Health Assistants to help employees get better outcomes from participation in the Company's health programs;
- **Lifeworks by Morneau Shepell** speaking about “cresting the mental health wave” through the use of technology in the form of digital CBT (cognitive behavioral therapy), to (1) help stem the tide of mental health issues now overwhelming both private and public health care systems – economically as well as operationally – and (2) accelerate access to personalized treatment for patients, while extending the reach of services into remote geographies;
- Creating a “connected wellness” experience at **Technogym**, of assessment, prescribed physical activity and nutrition with goal-based personalized regimens, and “challenge and reward” using technology such as digital “leaderboards” to motivate and retain participants while socializing their experience;
- Improving health and performance “as easily as getting a good night's sleep” was the theme for US-based [Resonea](#), bringing digital technology to address Obstructive Sleep Apnea (OSA) which, together with insomnia, make sleep disorders a leading cause of workplace productivity loss – and also are common co-morbidities and cost-drivers for other serious chronic conditions such as depression and cardiovascular disease;
- **Pfizer** spoke to providing better – and safer (non-opioid) – management of chronic musculoskeletal pain. Treatment guidelines in the EU are equivalent to step-therapy, proceeding from non-prescription analgesics to prescription NSAIDs and, finally, to opioids – but leaving 40 percent of European patients dissatisfied, and employers and countries with huge economic costs from disability and lost productivity. New treatment modalities and better coordination of pharmaco with psychotherapy promise to improve the efficacy and safety of pain management;
- A new program from the EU now being rolled out in Germany – “Get Help Now for Musculoskeletal and Mental Health Conditions – was shared from the [Mannheim Institute of Public Health, Social & Preventive Medicine](#); it uses Artificial Intelligence in its advance analytics to precisely evaluate chronic risk data for quicker referral to appropriate care to (1) reduce disability from these two leading causes, and (2) sustain “workability” by reducing productivity loss from functional impairment at work;
- **Sanofi** urged self-care and self-treatment of minor ailments as a better work force health and productivity, and also as fitting in the UK with the new Cabinet Secretary for Health's stated goal of getting citizens to take more responsibility for their own health, which also would help make the national health care system more sustainable financially and free physicians to treat more serious illness;
- **Compass Group** urged changing company culture by focusing on workplace health - a major theme of IHPM's earlier Houston Energy Industry Summit; obesity, in particular, is a strong predictor of chronic sick leave, and recent evidence shows the efficacy of workplace nutrition “interventions” (more than just healthy eating options) as greater than exercise alone – extending into the home, and impacting energy levels that affect productivity.

Workplace Outcome Suite® (WOS) Special Edition of IJHP (International Journal of Health & Productivity)

"The success of EAP services in helping reduce functional impairment and lost productivity resulting from [mental health issues](#) — the leading reason for such losses — is vital to the future performance of the work force, and measurement tools like the WOS are key to that success." (Sean Sullivan, JD | President & CEO, IHPM)

Workplace Outcome Suite® (WOS) is a self-report instrument to measure the effectiveness of Employee Assistance Program (EAP) counseling services in addressing these behavioral/mental health issues for employees using those services. The articles collected in this Special Edition of the IJHP all report positively on results obtained from use of the WOS with working populations, and include:

- A large global study of more than 24,000 counseling cases in 26 countries, (concentrated in the US and China) reported a nearly 50% drop in monthly missed work time from personal issues involved in the counseling;
- Another study confirmed that the 5-item version of the original 25-item WOS – with items corresponding to measures of presenteeism, work engagement, life satisfaction, workplace distress and absence – approximates the 25-item version without excessive loss of reliability, validity or sensitivity;
- A study of federal government employees using the 5-item version of the WOS reported significant improvements in days absent, workplace distress, life satisfaction and workplace presenteeism;
- Another study reported that the coaching version of the WOS – used to measure the effectiveness of coaching interventions for a range of workplace behavioral health issues – was employed in disease management services for depression and diabetes, and reliably tested the effectiveness of coaching without creating concern for significant measurement error;
- And a final study introduced the Critical Incident Outcome Measurement Scale (CIOM) to measure success of responses to traumatic incidents in the workplace, and beta tested the tool with a pilot sample of respondents in order to select the best single indicator to use in an abbreviated version of the CIOM for applied applications

IHPM and the sponsors of this Special Edition of its peer-reviewed **IJHP** invite you to receive this special gift. *Download your individual copy by clicking on the following text: [International Journal of Health & Productivity, Vol 10 No 2.](#)*

Institute for Health & Productivity Management/WorkPlace Wellness Alliance
Global Headquarters: 17470 N Pacesetter Way | Scottsdale, AZ, U.S.A. 85255
p: +1.480.305.2100 email: requests@ihpm.org
<http://www.ihpm.org>