

# CURRENT TRENDS WORKPLACE ABSENTEEISM & HEALTH

October 16, 2017

PRESENTED BY:



# WORKFORCE ABSENTEEISM

Many organizations do not track absenteeism or cost of it (Conference Board of Canada, 2012).

- 46% of Canadian organizations track absences (primarily public sector)
- 85% do not track direct costs of absenteeism
- Estimated cost to Cdn economy was 16 billion in 2012

Research indicates the following demographic categories tend to be high absenteeism rate holders:

- Healthcare employees
- Unionized employees (vs. nonunionized)
- Public sector (vs. private)
- Parents of young children
- Employees paid for lost time
- Atlantic Provinces
- Female (vs. male)
- Older employees
- Larger organization size – Span of control



# WORKFORCE ABSENTEEISM

According to the Conference Board of Canada influential factors occur at the societal, organizational, and individual level and may or may not be directly linked to employee absenteeism rates (Stewart, 2013).

- Societal factors include: community supports, access to resources, information, healthcare and prejudices
- Organizational factors include: working conditions, work environment, organizational culture, unionization and absence policy/attendance management programs
- Individual factors include: education, income, family, age and gender



# WORKFORCE ABSENTEEISM RATES (2015)

## Conference Board of Canada

- Average of 8.9 days per full-time employee
- Private sector organizations = 7.8 days
- Public sector = 12.7 days
- Unionized employees = 13.1 days
- Non-unionized employees = 7 days
  - The public sector is 75 per cent unionized



# WORKFORCE ABSENTEEISM RATES

Public and private sector	Work absence statistics	2012	2013	2014	2015	2016
Public sector <sup>2</sup>	Total incidence rate <sup>4</sup>	10.6	10.4	10.1	10.4	<b>11.1</b>
	Total inactivity rate <sup>5</sup>	5.0	5.0	5.0	5.1	<b>5.4</b>
	Total days lost per worker in a year (days) <sup>6</sup>	12.5	12.4	12.5	12.7	<b>13.5</b>
Private sector <sup>3</sup>	Total incidence rate <sup>4</sup>	7.4	7.2	6.8	6.9	<b>7.3</b>
	Total inactivity rate <sup>5</sup>	3.3	3.2	3.1	3.1	<b>3.3</b>
	Total days lost per worker in a year (days) <sup>6</sup>	8.3	8.0	7.8	7.8	<b>8.3</b>

**Source:** Statistics Canada. *Table 279-0035 - Work absence statistics of full-time employees by sex and public and private sector, annual (percent unless otherwise noted), CANSIM (database).* (accessed: )



# CAUSES OF WORKFORCE ABSENTEEISM

## Morneau Shepell

- Work related factors helped predict incidental absences as related to illness (mental or physical) or non-illness (e.g. family reasons, job dissatisfaction, personal issues)
  - Organizational support/ policies etc.
- 52% of incidental absence is not due to illness
  - Non-illness related absences are more likely in workplaces where employer does not truly support mental wellness



# WORKFORCE ABSENTEEISM RATES BY CAUSE

Days lost per worker by reason, by provinces (Illness or disability)					
	2012	2013	2014	2015	2016
	Illness or disability				
	number of days				
<b>Canada</b>	<b>7.7</b>	<b>7.4</b>	<b>7.4</b>	<b>7.4</b>	<b>7.8</b>
Newfoundland and Labrador	8.6	8.9	8.7	7.9	7.8
Prince Edward Island	8.0	8.3	8.2	8.5	8.6
<b>Nova Scotia</b>	<b>9.5</b>	<b>8.5</b>	<b>8.3</b>	<b>9.3</b>	<b>8.8</b>
New Brunswick	8.2	8.7	8.9	9.0	8.8
Quebec	9.4	8.9	9.6	9.8	10.4
Ontario	6.5	6.3	6.3	6.3	6.8
Manitoba	8.5	8.1	8.0	7.5	8.2
Saskatchewan	8.0	8.3	7.4	8.0	8.4
Alberta	6.4	6.0	6.1	5.5	5.8
British Columbia	8.5	8.9	7.0	7.6	7.8

Note: Includes full-time paid workers only.

Source: Statistics Canada, CANSIM, table [279-0029](#).

Last Modified: 2017-01-06.



# INTERESTING LTD TRENDS – OVER THE LAST DECADE

**Mental health claims** ↑ **over 3% in both genders**

- 10% more females – now 69.2% females

**Cancer claims** ↑ **over 14% in females**

- 64.7% of females had a cancer claim compared to 35.3% for males

↑ **Mental Health claims in the 51 to 60 age category**

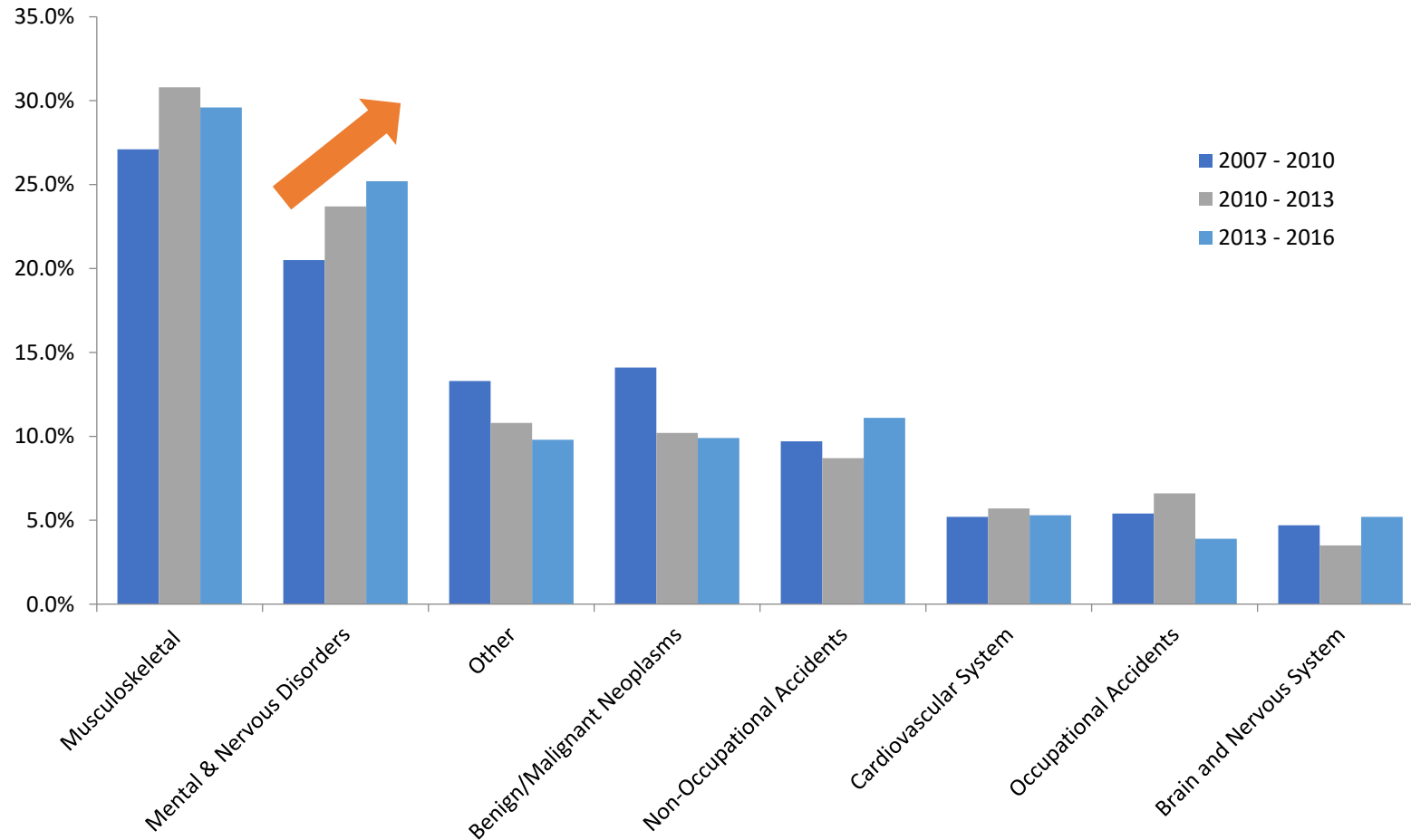
- 27.3% of individuals in the 51-60 category compared to 21.7% in 2006

↑ **Cardiovascular system claims in the 30 and under age category**

- 4.3% in 2016 compared to 0.9% in 2006



# 2016 CLAIMS TREND ANALYSIS - DIAGNOSIS BY CATEGORY

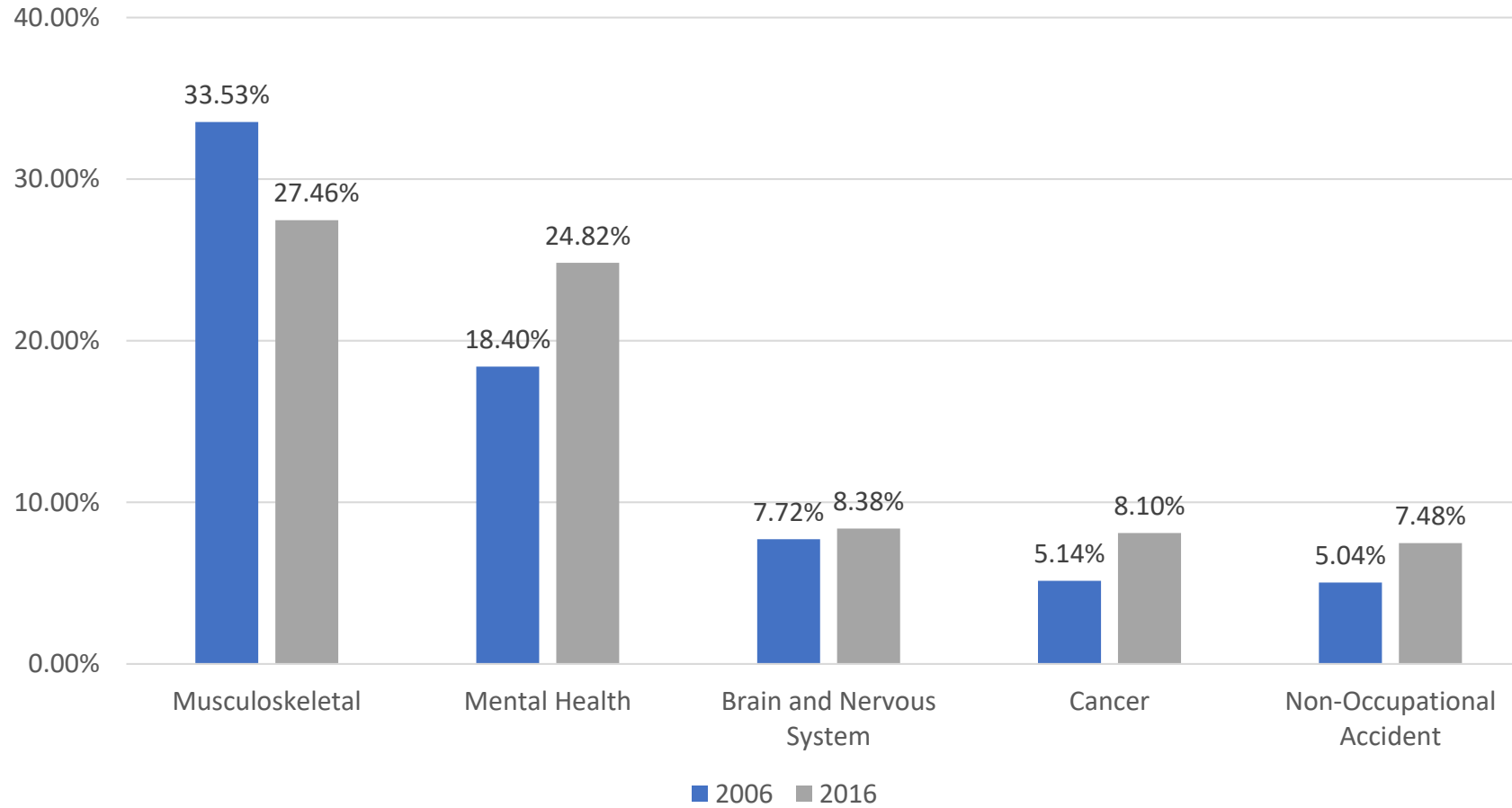


**Key Observation:** Mental & nervous claims category showing a sustained upward trend

Source: Manulife



# HEALTH ASSOCIATION NOVA SCOTIA – THEN AND NOW



Based on Health Association Nova Scotia's LTD paid claim data



# WORKFORCE ABSENTEEISM RATES BY CAUSE

Days lost per worker by reason, by provinces ( <b>Personal or family responsibility</b> )					
	2012	2013	2014	2015	2016
	Personal or family responsibility				
	number of days				
<b>Canada</b>	<b>1.6</b>	<b>1.6</b>	<b>1.5</b>	<b>1.5</b>	<b>1.7</b>
Newfoundland and Labrador	1.9	1.6	1.7	1.4	1.9
Prince Edward Island	1.5	2.1	1.8	1.8	1.9
<b>Nova Scotia</b>	<b>1.9</b>	<b>2.0</b>	<b>1.6</b>	<b>1.5</b>	<b>1.8</b>
New Brunswick	1.7	1.7	1.4	1.5	1.7
Quebec	1.3	1.4	1.3	1.5	1.5
Ontario	1.7	1.6	1.4	1.5	1.7
Manitoba	2.1	2.0	1.7	1.9	2.2
Saskatchewan	2.2	2.1	2.0	2.1	2.2
Alberta	1.7	1.8	1.5	1.6	1.7
British Columbia	1.5	1.6	1.7	1.4	1.7

Note: Includes full-time paid workers only.

**Source:** Statistics Canada, CANSIM, table [279-0029](#).

Last Modified: 2017-01-06.



# THE IMPACT OF NON-MEDICAL FACTORS

**Non-medical barriers  
in almost 75% of 2016  
approved claims**

## **Workplace barriers**

- Workload/change in role
- Shift hours/flexibility
- Job fit
- Manager/Co-worker conflict

## **Home**

- Spousal/partner
- Child
- Eldercare
- Financial



What can  
employers do?

# WHAT CAN BE DONE?

According to the Conference Board, organizations looking to address absenteeism should:

- Understand your organizational drivers and predictors of absences
  - Health conditions lead to significant loss in productivity
- Track absences
  - You cannot change what you do not measure
- Have a formal absence management/program process
  - Requires a tripartite relationship/agreement with unions, DHW & organizations
- Focus on prevention – what is your organizational culture like?
  - Some health conditions can be reduced with lifestyle changes but does your organizational culture support it?



QUESTIONS?  
COMMENTS?