

# Active workforces - preparing for the unexpected

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# The UK scene



- By 2050
  - 90% of children overweight
  - Obesity costing UK economy £50 billion pa
  - Increased risk of cancer, diabetes, heart disease, hypertension

# Active Occupations

- One-off events elevate stress levels.
- Increased risk of myocardial infarction (MI)



# Risk factors for MI

- Age
- Lifestyle
  - Smoking
  - Alcohol
- Obesity
- Lack of regular exercise
- Unexpected exertion.



# Risk minimisation

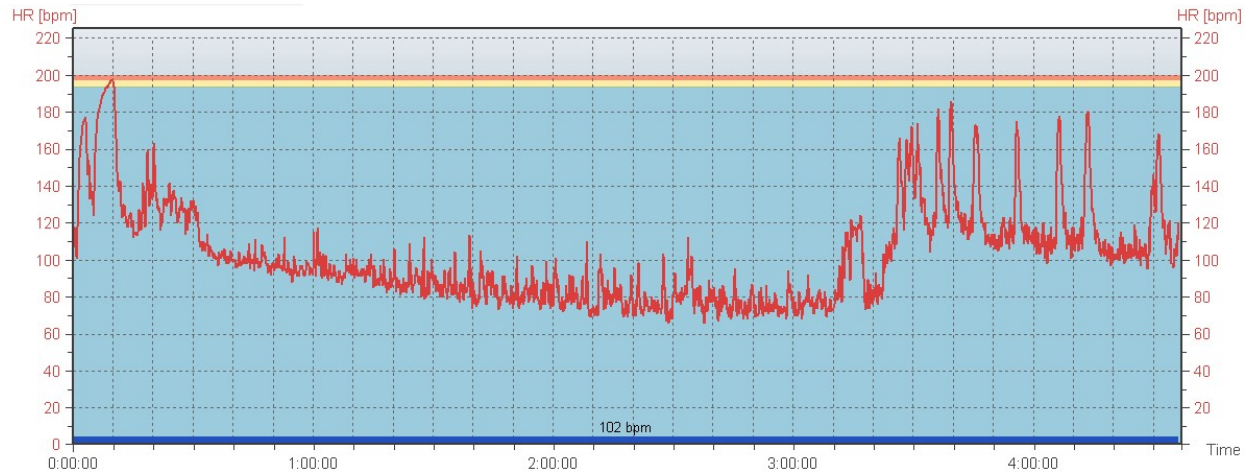
- For the individual
- For the employer
  - Preparation
  - Planning
  - Provision for support
- Prepare for the worst case scenario.

# Active Occupations

- “Duty of Care” ?
- Legal risks
- Minimum standards of fitness
- Compulsory assessments
- Opportunities to exercise
- Education



# Heart rate data for male Police Officer



# Canada Life research (1978)

- A \$7 return on each dollar invested after 10 years.
- Improved:
  - Absenteeism
  - Productivity
  - Morale
  - Retention of key staff
- Cumulative benefit of \$500-\$700 per individual pa after 10 yrs.

# Where do we spend most time?



# Health & fitness promotion

- Provision of health and fitness opportunities seen as second only to creche facilities by staff
- Better retention
- Reduced insurance premiums.
- Attractive to potential new staff.
- ***Risk reduction for employee and employer***