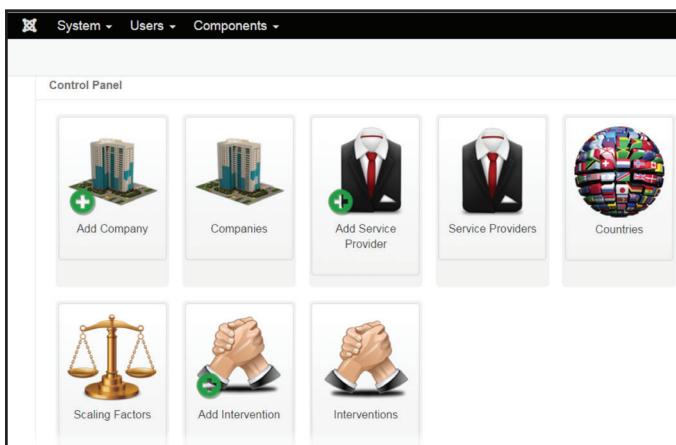


Improving Workplace Health with Online Cost Benefit Projection

www.staffhealthcbp.com

Health risks of employees have a direct impact on the costs of a company. They lead to increased absenteeism, death and disability rates, to medical retirement and a higher staff turnover. Implementing measures to contain health costs is therefore a business priority. However, many executives still view investments in employee wellness as a nice-to-have extra rather than a business imperative. They simply don't have the hard facts available that allow them to compare the financial implications of poor staff health with the benefits of workplace programmes.

The Cost Benefit Projection Tool (CBPT) was developed to provide quantitative data for managers to make informed decisions. The tool, introduced into Namibia by the Swiss Tropical and Public Health Institute and extensively developed by the Deutsche Gesellschaft für International Zusammenarbeit (GIZ), operates as an open-source initiative involving stakeholders from Namibia and beyond. It projects the impact of health causes and risks on a company in terms of "work days lost" and associated costs. Secondly, it projects the potential savings and cost-benefit that could be accrued from targeted health interventions in the workplace.



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By supporting the case for Employee Wellness Programmes (EWP), the tool can be used by EWP implementers to convince their management about the benefits of investing in workplace health. It thus fills a gap in advocacy and lobbying.

As the "Country Account Holder", the Namibia University of Science and Technology (NUST), Department of Maths and Statistics coordinates the Namibian network that involves organisations such as Healthworks Business Coalition, Walvis Bay Corridor Group and AMICAALL. They guide companies on how to use the tool to improve their EWPs.

How the tool works

For its calculations, the CBPT uses country-level default data generated by the WHO's Global Burden of Disease Project. This provides a "rough-estimate" figure for mortality and morbidity of the widest range of health factors in a workplace. However, provision is made in the tool for customisation by populating it with company specific medical data. The more data on a workplace that can be applied the more accurate the tool projects.

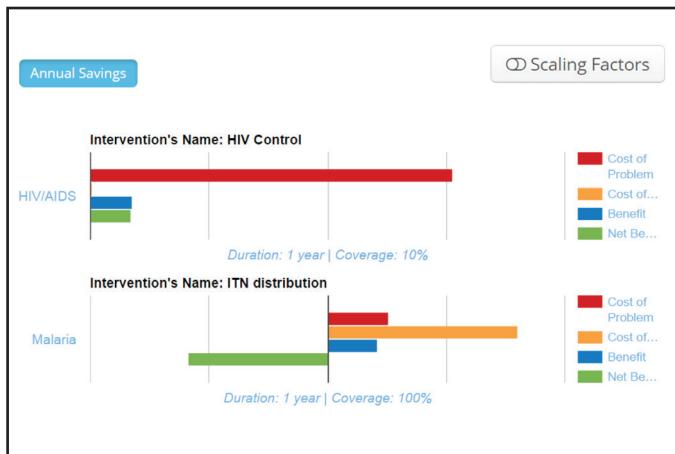
The WHO's Global Burden of Disease Project provides regularly updated health profile data for over 200 countries that are readily available online. Thus, a country-level health profile can be set up within minutes. For the calculation of costs and benefits, the CBPT automatically imports the data.

By comparing the cost of the health risks with the costs of a specific intervention and its expected financial impact, the tool calculates the net benefit. This enables managers to set measurable targets against which to compare the success of their EWPs in the long term.

Using the tool

The tool is designed for use by the HR managers of EWPs. Free online access to all features of the tool is provided via the website. In order to get the most out of the CBPT, trained service providers such as Healthworks Business Coalition, Walvis Bay Corridor Group and

AMICAALL are available to offer fee-based support in the application of the tool. This includes setting up profiles and interventions, monitoring success and supporting advocacy to management.



Companies are encouraged to establish a monitoring system parallel to the use of the tool to effectively measure progress of the EWP. Used in conjunction with the tool, managers can then test the projected return on investment of various interventions. Over time, a company which consistently and repeatedly uses the CBPT to project cost-benefit as well as HR records to monitor actual results can fine-tune their EWP to tackle the most important health issues in the most cost-effective manner.

Intervention's Name: HIV Control Duration: 1 year Coverage: 10%									
Cause/Risk Factor	Contribution to Costs	Cost per Employee	Reduction in Morbidity Costs	Reduction in Mortality Cost	Cost of Problem	Cost of Intervention	Benefit	Cost / Benefit Ratio	Net Benefit
HIV/AIDS	100%	N\$ 50,00	60%	80%	N\$ 122 263,96	N\$ 400,00	N\$ 14 207,30	1:35.518	N\$ 13 807,30
TOTALS	100%	N\$ 50,00			N\$ 122 263,96	N\$ 400,00	N\$ 14 207,30		N\$ 13 807,30

Intervention's Name: ITN distribution Duration: 1 year Coverage: 100%									
Cause/Risk Factor	Contribution to Costs	Cost per Employee	Reduction in Morbidity Costs	Reduction in Mortality Cost	Cost of Problem	Cost of Intervention	Benefit	Cost / Benefit Ratio	Net Benefit
Malaria	100%	N\$ 200,00	80%	90%	N\$ 5 192,80	N\$ 16 000,00	N\$ 4 179,74	1:0.261	N\$ -11 820,26
TOTALS	100%	N\$ 200,00			N\$ 5 192,80	N\$ 16 000,00	N\$ 4 179,74		N\$ -11 820,26

For more information, please visit the website: www.staffhealthcbp.com

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