



Press Release – Immediate Release

Fusion HR Highlights the Growing Cost of Poor Employee Health on Irish Productivity

- Analysis indicates a €2.4 billion cost of lost productivity due to employee health risk factors

Dublin, Ireland, 21 January 2016, Fusion HR (www.fusionhr.ie), today announced the results of its analysis of the cost which health risk factors, prevalent in the Irish workforce, has on productivity in the Irish economy.

Fusion HR, a corporate health services provider, is headquartered at NexusUCD, the industry partnership centre at University College Dublin.

For any organisation or company the product or service being sold is intrinsically linked to the health and well-being of their employees. In Ireland poor employee well-being is a significant drain on the economy as well as impacting on an employee's welfare and happiness. It is one of the most persistent problems effecting productivity, profitability and competitiveness for Irish organisations and companies.

To estimate the cost of poor employee well-being on the Irish economy Fusion HR analysed the health risk factors identified by just under 600 Irish employees through its Health House wellness portal.

The company then applied productivity impact factors which resulted from a key study carried out in 2005, at the University of Michigan, on the association of health risks and job productivity of over 28,000 employees, to quantify its findings.

Fusion HR's analysis of its Irish employee data is inline with the University of Michigan study which found that while on average each employee has 1.2 health risks, some employees can have up to 6 separate health risks.

The University of Michigan study concluded that employee productivity is reduced by 2.4% for each risk factor present.

Aaron Keegan, CEO, Fusion HR said, "By applying the productivity impact factors from the University of Michigan study to our Irish data we estimate that €2.4 billion per annum is the cost of lost productivity to the Irish economy, due to poor employee well-being. This equates to approximately €1,200 per employee for the approximately 2 million Irish workforce."

He added, "While everyone is aware of the importance of health and wellbeing to an organisation, up to now it has been very difficult to quantify the effect and more research in this area is required."

Conor Hoey, Chief Sales Officer, Fusion HR said, "Many businesses want to be supportive of their staff's welfare and happiness, but they need to ensure that the resources they provide are effective and deliver value for money."

He added, "We recommend that companies and organisations develop a wellbeing strategy that meets their needs and resources. We provide the tools to enable them discover the risk factors that are within their organisations and once these are known an integrated plan in conjunction with employees can be developed and measured."

He concluded, "For example a 15% reduction in employee risk factors would result in a productivity improvement of €360 million for Irish companies in addition to improvements in employee welfare, productivity and less strain on the health system."

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Editors Notes

Founded in 2012 **Fusion HR** is the Corporate Health & Wellbeing division of Innovios Ltd. Fusion HR work with organisations to improve the welfare and productivity of employees through proactive wellbeing strategies integrating Wellness, Attendance Management and EAP.

Fusion HR's Health House application provides clients with the internationally proven 6-step approach to improve employee well-being;

1. Assess your population
2. Discover the results
3. Intervene and educate your workforce
4. Motivate and track participation
5. Create a culture of wellbeing
6. Measure and evaluate outcomes.

www.fusionhr.ie

NexusUCD, the Industry Partnership Centre, is located in Belfield Office Park, Clonskeagh, adjoining the main University College Dublin campus. NexusUCD offers high-quality modern office space, with short, medium or long term occupancy arrangements, and associated services to established innovation-led companies who are collaborating, or wish to collaborate, with UCD's world-class research base. By locating at NexusUCD companies such as Fusion HR benefit from close proximity to and interaction with UCD academics and researchers.

www.ucd.ie/nexusucd