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Employee Wellbeing Program	<p>Shire employee's are currently offered gym memberships at the SJCRC as part of a wellbeing program designed to provide healthy and safe workplaces and reduce workplace injuries.</p> <p>Current research indicates that there are high costs associated with having an unhealthy workforce, such as:</p> <ul style="list-style-type: none"> <li>• Poor health increases the likelihood of industrial accidents or injuries. (<i>R. &amp; Goetzel 2008</i>);</li> <li>• Too much sitting increases the risk of type 2 diabetes, cardiovascular diseases, and breast and colon cancer. (<i>Dunstan 2012</i>).</li> </ul> <p>Research indicates positive outcomes can be found from investment into a healthy workforce including:</p> <ul style="list-style-type: none"> <li>• Return-on-investment from \$1.40 to \$4.70 for every \$1 spent (over 3 years). (<i>R. T. Goetzel 1999. Summer</i>); and</li> <li>• Significant savings to be achieved by reducing obesity in the workplace. (<i>Finkelstein 2010</i>).</li> </ul> <p>The ability and/or cost implications to continue this program will need to be further considered pending the outcome of this report. There are currently 84 “complimentary” Shire memberships at the SJCRC.</p>
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