

Promoting Good Health in the Workplace

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About Dr. Aiello



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- SCA/Tork Green Hygiene Council Member
 - * Panel of sustainability and hygiene experts
 - * Raise global awareness of best practices to make the world a greener, safer place to live and work

How Does Illness Impact Your Business?



- One billion colds occur annually in U.S.
- Adults average 2-4 colds/year, children 6-10
- Common cold causes an average 8.7 lost work hours
- 75 million days are expected to be missed during flu season

How Does Illness Impact Your Business?

- 1996 survey from NCHS for viral respiratory illness
 - 62 million cases of colds needing Rx
 - 45 million bed ridden days
 - 20 million days of missed work
 - 22 million days of missed school
- Likely a vast underestimate

How Might Your Bottom Line Be Impacted by Illness?

- Absenteeism costs businesses \$660 per employee per year
- Colds cost \$16.8 billion annually
- Costs associated with seasonal influenza
 - \$37.5 billion in economic costs
 - Influenza & pneumonia
 - More than \$10 billion in lost productivity



How Might your Bottom Line be Impacted by Illness?

- AH1N1 combined with seasonal influenza
 - Employee absenteeism up to 25-40%



New SCA-Commissioned Survey Shows Business Owners not Concerned about H1N1

- Only 27% of business decision-makers felt virus would have a noticeable bearing on their business this year
- 30% of business decision-makers are unsure of the impact the virus will have on their business
- Of those who feel their business is vulnerable to the H1N1 virus, the majority believe that handwashing (74%) and voluntary quarantine (73%) are most effective
- CDC predicts up to 40% of the U.S. could be infected through 2010

New SCA-Commissioned Research Finds U.S. Consumers Even More Confused about H1N1

- 74% of U.S. adults think it is unlikely they will contract H1N1
- 38% say they won't be washing their hands more frequently this flu season and almost half are not planning to take advantage of available flu shots

New SCA-Commissioned Research Finds Employees Worried About Impact

- Contrary to business owners' attitudes, employed U.S. adults are concerned with how H1N1 could impact work performance:
 - 77% report illness would impact work
 - 26% said work performance would be impacted
 - 21% would have to take unpaid time off
 - 36% would use paid sick time but 16% would have to use paid vacation
 - 6% reported they might lose their job while 2% reported they would definitely lose job
- It's your responsibility to educate and inform employees

Flu Facts



- Seasonal Influenza
 - Every year 5-20% of the U.S. population
 - More than 200,000 are hospitalized
 - 36,000 die from flu-related illnesses
 - At risk: elderly, children, pregnant women, chronic underlying conditions

2009 A H1N1 (Swine) Influenza

- March/April 2009: Mexico experienced outbreaks of respiratory illness and influenza-like illness (ILI)
- Not regular seasonal flu: Novel H1N1 (Swine)
- Usually a respiratory disease of pigs
- Most commonly, human cases of swine flu happen in people who are around pigs
- Now- Human to human transmission



2009 A H1N1 (Swine) Influenza

- Transmission occurs the same way as seasonal flu, through coughing or sneezing
 - Direct contact
 - Large droplets
 - Aerosol small droplet (nuclei) particles



How Contagious is A H1N1?

- From one day before symptoms develop to up to 7 days after onset of illness
- Young children might potentially be contagious for longer periods



What Can You Do to Prepare For Infectious Disease Outbreaks?

- Flexible in response
 - Not predictable
 - Varying levels of severity
- Reduce transmission among staff
- Protect those at increased risk
- Maintain business operations
- Minimize adverse effects on supply chain



Key Indicators of Response

- Disease severity in community
 - State and local health departments
- Extent of cases/prevalence
- Amount of worker absenteeism
- Impact of disease on vulnerable
- School dismissals or closures



What Can Businesses Do?

- Understand normal seasonal absenteeism rates
 - Monitor for changes
- What is the threshold at which essential business is affected?
- Practice good prevention efforts



Good Hygiene Practices Can Keep Your Employees Safe

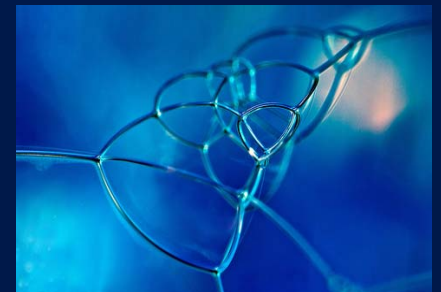
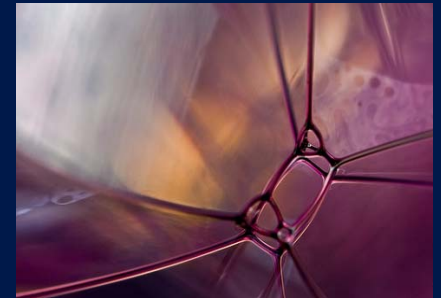
- Does it reduce respiratory illnesses, such as influenza?
 - Prevents direct contact transmission



Efficacy of Hand Hygiene?

Overall hand hygiene resulted in:

- 21% reduction in respiratory illness (95% CI, 5% to 34%)
- 31% reduction in gastrointestinal illness
- Approximately 58% of employers do nothing to encourage hand hygiene in the workplace



When Is it Critical For Employees to Perform Hand Hygiene?

- After
 - Using the bathroom
 - Changing a diaper
 - Handling raw foods
 - Contact with contaminated surfaces
 - Handling pets
 - Wiping/blowing nose, coughing
 - Body fluids, wounds
 - Caring for ill person



When Is it Critical For Employees to Perform Hand Hygiene?

- Before
 - Preparing food
 - Eating food
 - Dressing wounds
 - Caring for “at risk” person



Other Methods of Prevention for Employees



- Prevent aerosol and droplet spread
 - Cover mouth/nose when coughing/sneezing
 - Avoid touching your eyes, nose and mouth
 - Provide tissues, paper towels and no-touch disposal receptacles for use by employees
 - Consider masks

Other Methods of Prevention

- Reduce contacts



- Instruct employees to stay home for at least 24 hours after symptoms are gone (based on fever)
 - Not all will have fever
 - Out 3-5 days on average
- Plan to operate during significant levels of absenteeism

Other Methods of Prevention

- Explore ways of improving accessibility of vaccination
- Work with insurers to explore if they can cover the costs of influenza vaccination



Summary



- Infectious illnesses are unpredictable
 - Vaccines and treatments uncertain
 - Absenteeism profound impact on business
- Prevention is key
 - Multi-prong approach
 - Hand hygiene: direct contact
 - Cough etiquette: aerosol/droplets
 - Social distancing (staying home while ill): reduce contact
 - Vaccination: reduce transmission

Conclusions

- Make it a priority to promote these measures and worker compliance will help reduce the impact of H1N1 and other infectious diseases on your business

Thank You

Questions?