

# *VicHealth Workplaces Forum*

## Future trends impacting workplaces

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March 2016



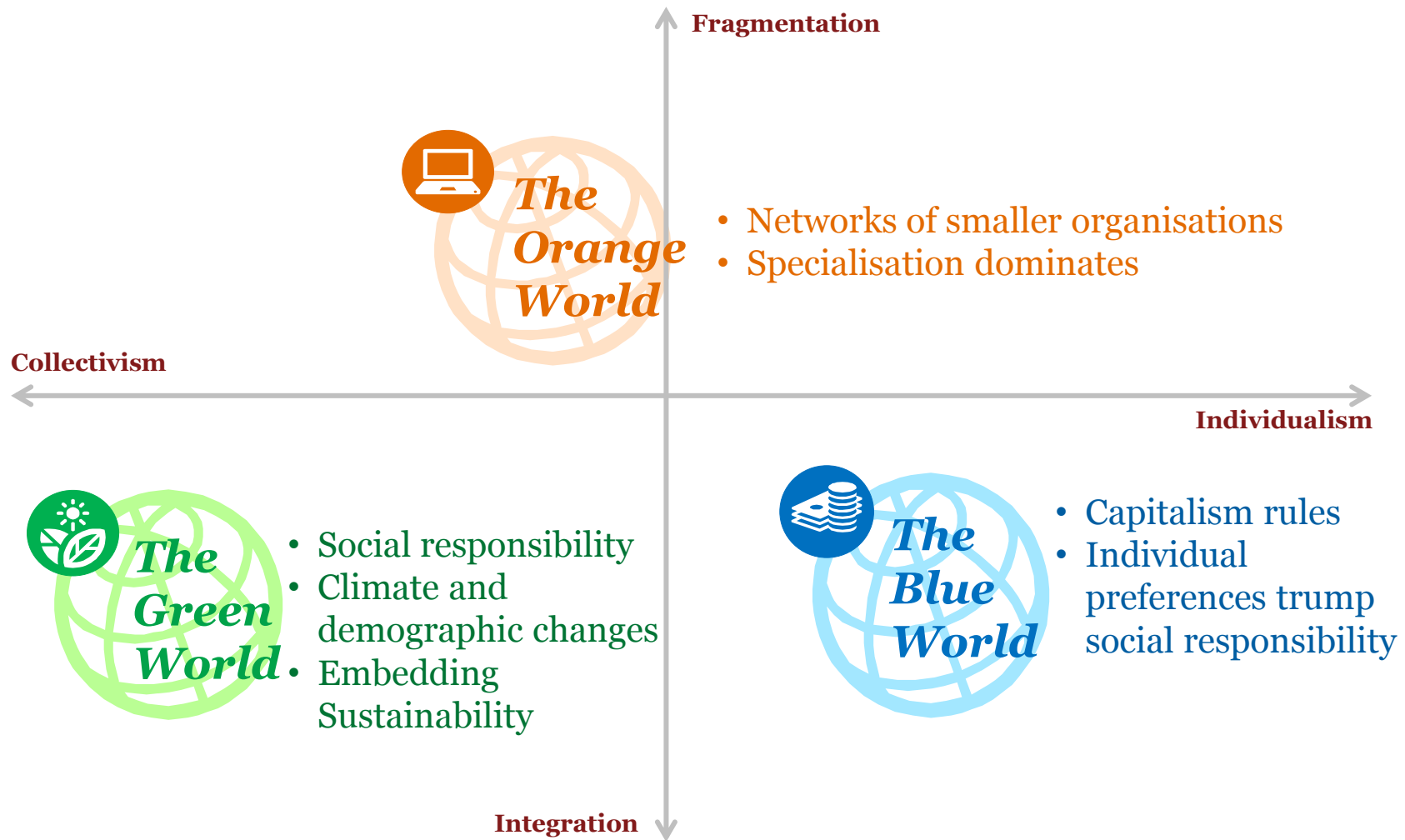
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## *Key trends impacting the workplaces of the future and promoting health and wellbeing*

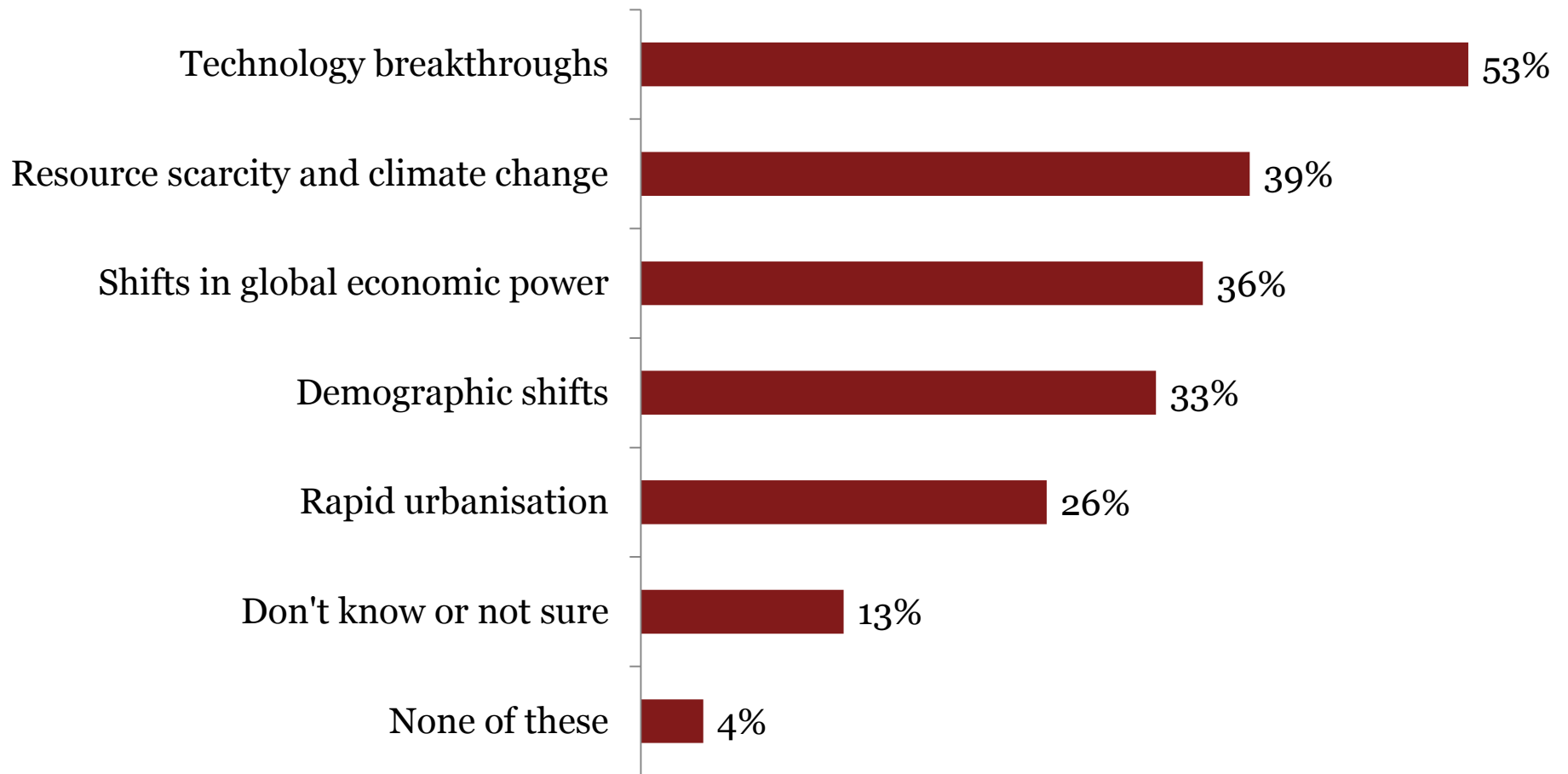
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- The future of work
- Obesity epidemic
- Mental health
- Domestic violence
- Living and working longer

# There are likely to be three worlds of work in the future – Blue world, Green world, Blue World



# *Workplaces of the future ... what will transform the way we work over the next 5-10 years?*



Source: PwC survey of 10,000 members of the general population based in China, Germany, India, the UK and the US

## *Rising obesity epidemic ... can workplaces be a catalyst for change?*

**Obesity**

**Increased  
sickness**

**Lower  
productivity**

Age of obese population	Obesity class I	Obesity class II	Obesity class III
<b>18-24</b>	4.3%	2.2%	0.9%
<b>25-34</b>	9.1%	3.3%	1.6%
<b>35-44</b>	11.6%	4.8%	2.5%
<b>45-54</b>	14.2%	4.2%	2.5%
<b>55-64</b>	13.2%	4.8%	1.8%
<b>65-74</b>	8.2%	2.9%	1.7%
<b>75+</b>	4.6%	1.4%	0.3%
<b>Total</b>	<b>65.2%</b>	<b>23.5%</b>	<b>11.3%</b>

*The prevalence of obesity is highest among the working age groups*

*Source: Australian Bureau of Statistics (2015). Customised report. Australian Health Survey 2011-12: Health Service Usage and Health Related Actions, 2011-12 – Australia*

# Breaking the cycle of the obesity epidemic

**Check the things you can't see. Get a FREE WorkHealth check**

To book your free 15-minute WorkHealth check, go to the Melbourne Health intranet site and book online, or contact Fiona Crocker x24680 (Coordinator Occupational Health and Wellbeing).



Facilitate exercise

bike to work

Health checks



Healthy snacks



Walking meetings

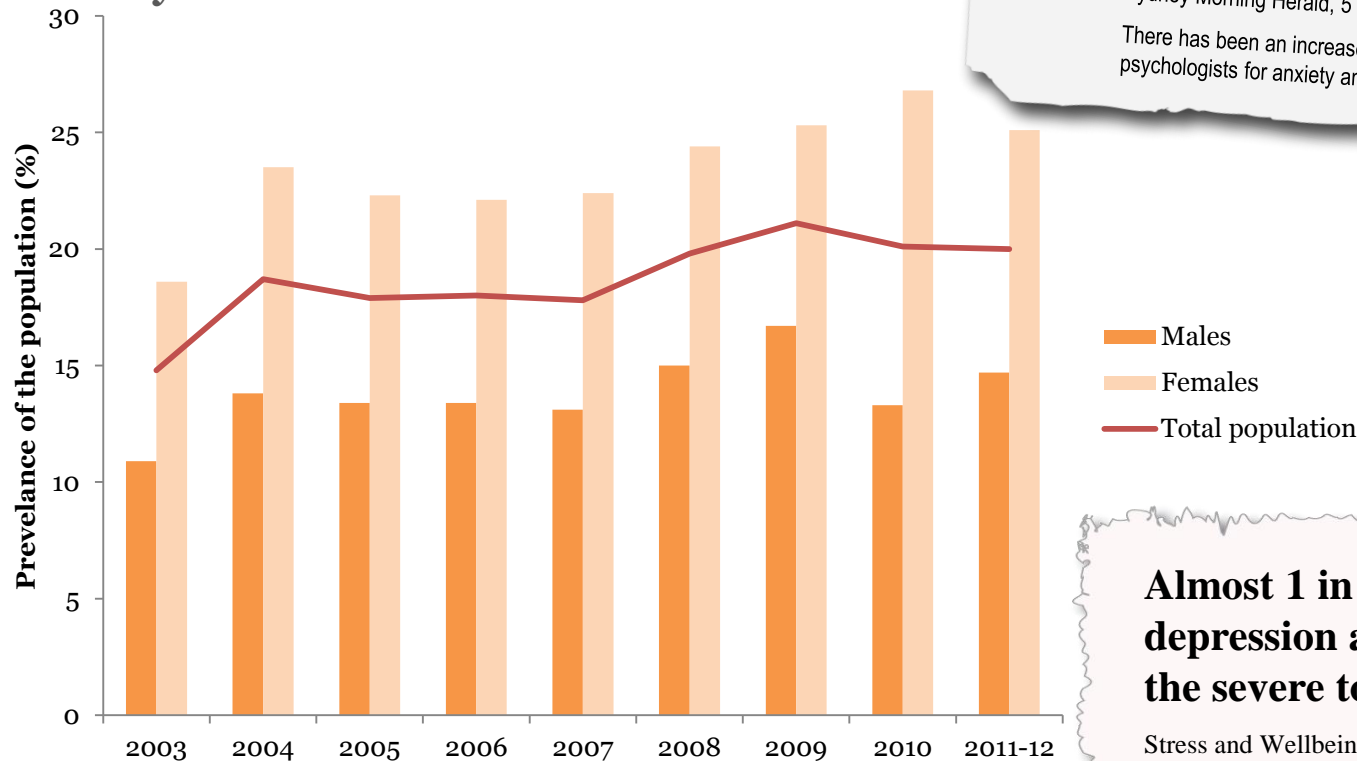


Sit-stand desks



# Increasing rates of depression and anxiety will impact Australian workplaces into the future

## Prevalence of self-reported depression and anxiety in Victoria



**Stress-related absence from work on the rise.**  
 Sydney Morning Herald, 5 March 2016  
 There has been an increase in the number of employees seeking help from psychologists for anxiety and stress at work....

**Almost 1 in 7 Australians reported depression and anxiety symptoms in the severe to extremely severe range**  
 Stress and Wellbeing in Australia survey 2014

# *Workplaces contribute to improved mental health and wellbeing by reducing stressors and increasing connectivity*

Activity based working



Diversity in the workplace



Sleeping/nap pods



Flexible working arrangements





## *Domestic violence is a significant and often silent burden in our community ...*



**50%**  
*of domestic  
violence survivors  
reporting losing a  
job*



*There is an enhanced  
focus on reducing the  
incidence of family  
violence in Victoria*

# *... PwC has lead the development of a workplace policy which has been widely adopted*

<b>General</b>	Reducing the stigma associated with domestic and family violence so that individuals are able to thrive	Sensitively encouraging people who may be experiencing domestic violence to seek appropriate assistance	Allowing people suffering domestic violence the space and time to recover from and avoid the violence into the future
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<b>PwC policy details</b>	Training of managers and Partners to recognise individuals who might be experiencing domestic violence.	PwC C.A.R.E. program with professional counselling and coaching	Additional 10 days of paid leave to allow attendance at appropriate appointments (medical, legal, relocation etc.) Discretionary payment of \$250 to assist with urgent needs
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# Living and working longer ... how will we adapt with it?

## BABY BOOMERS WORKING LONGER





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