



The “Human Maintenance” Plan

**Providing a health, fitness and
wellbeing solution for your
industry.**

Comparison of the Australian Employee

Unhealthy:

- 18 days sick leave
- 49 effective hours worked full time per month
- High fat diet
- Low energy levels and poor concentration
- Obese or overweight
- Irregular sleep patterns
- Poor stress management techniques

Healthy:

- 2 days annual sick leave
- 143 effective hours worked (full time) per month
- Healthy diet
- Fit, energetic and alert
- Normal body weight
- More attentive at work, better sleep patterns
- Actively manage stress levels



Source – Medibank Private Health Survey 2005

The Human Maintenance Plan

Current average cost to replace an employee is **150%** of their total fixed remuneration



Today's presentation aims to share with you some options on how to manage this, and how to optimize the physical and psychological wellbeing of your people by providing tools, information and support to make informed decisions about their health and fitness.

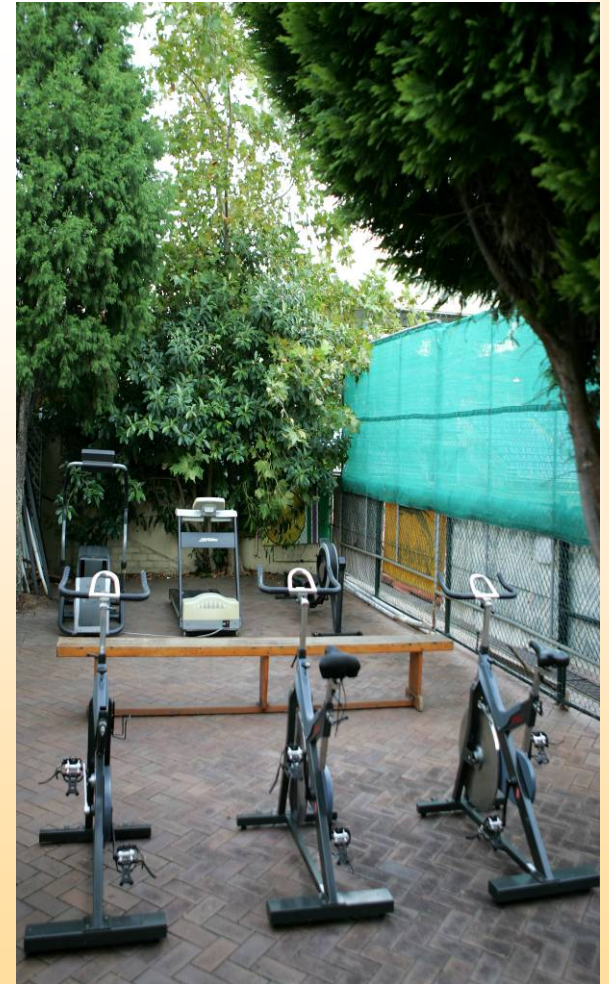
Employee Profiling

Health and Wellbeing Assessment:

This program is a base line study / profile conducted on each person initially, and thereafter on a regular basis.

The evaluation is based on the following:

- A medical check with a recommended general practitioner
- 1 minute fitness test
- Dr Johns Chronological test



Cont/...

Health and wellbeing assessment evaluates the following:

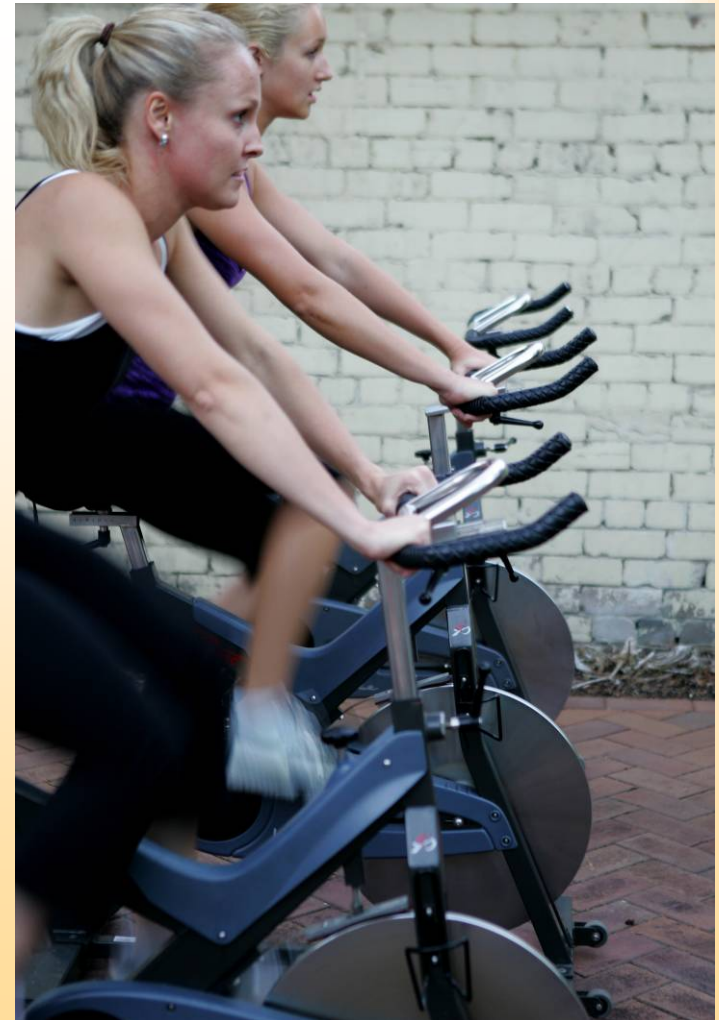
- General profile of employees
- Culture and ergonomics
- Fitness facilities (indoor and outdoor) and fitness programs available
- Sick leave statistics
- Overall productivity of employees
- Impact of current workplace location
- Food supply and nutrition quality if a workplace is remotely located. For example, a rural mining site or offshore drilling rig in a developing or third world country.



A Human Maintenance Plan at Work

Profiling categorises participants into 3 groups:

1. **High Risk**
 2. **Medium Risk**
 3. **Low Risk**
- High Risk employees encouraged to participate via a 3 month individual specific program, with activities such as walking and gentle stretching classes.
 - Low and Medium Risk members take part in structured activities that place every week day, such as touch footy, or “fight club” – a boxing for health class. The Bfirm Fitness Studio is also available for members to use.



Remote Locations

The health profile of Australian employees shows us that Australian employees do not exercise enough.

We know that:

- 10% are completely inactive
- 40% engage in only minimal exercise
- 12% do less than one hour physical exercise per week. The Australian National Activity Guidelines recommend at least 30 minutes of moderate to intense physical activity for most days

Source: Medibank Private Survey 2005



Self Contained Mobile Units

- 3 x self contained mobile units already installed
 - Remoteness of location is not a problem!



Self Contained Mobile Units



Self Contained Mobile Units



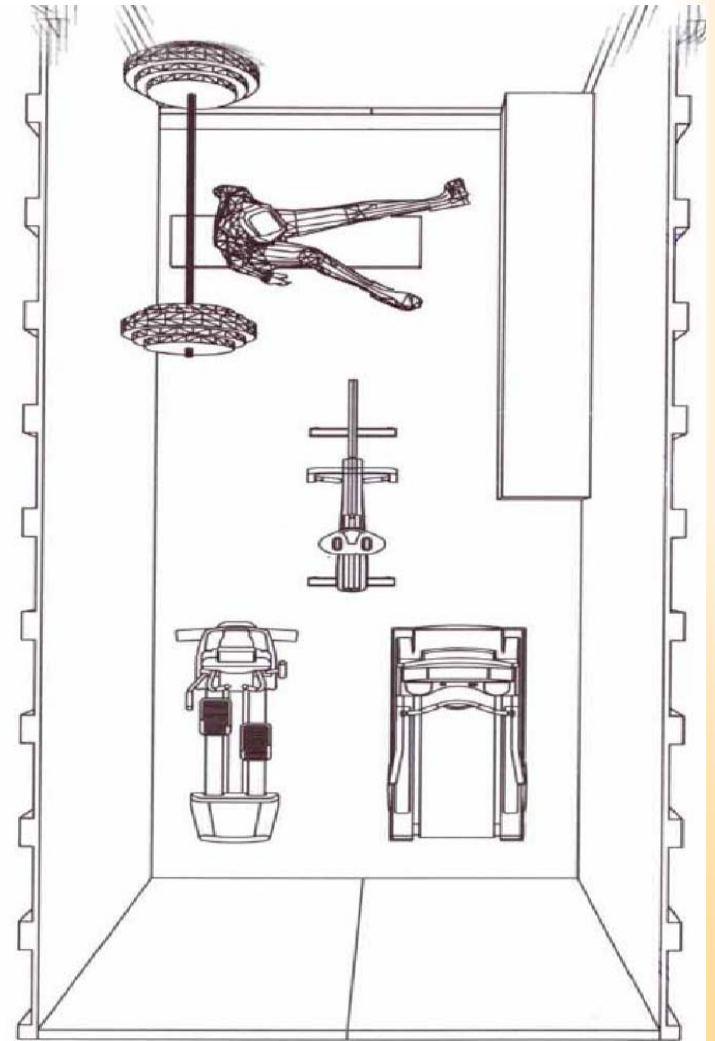
Self Contained Mobile Units



Self Contained Mobile Units

Each mobile gym unit contains:

- Treadmill
- Mechanical stepper
- Exercise bike
- Rower
- Weights bench
- Chin up bar
- Punching bag and free weights.



Key Messages



1. Maintenance for people is as Important as maintenance for your equipment

and

2. You do have an aging workforce – remember that strategies can be implemented to manage this situation. Any plan put in place will result in healthier, safer and more productive workers.