



## Safety Message of the Day for IMEA Members



### Working When Sick or Injured Safety Message

According to a 2019 study by Robert Half, 90% of workers admitted they've come to work while sick. The Institute of Occupational Safety and Health (IOSH) defines the phenomenon of a worker attending work despite being ill or injured as "**presenteeism**". Although employees may feel like they are helping the organization by coming to work, they ultimately hurt themselves and can harm those around them.

#### Presenteeism Consequences

Continuing to work when ill or injured can cause significant consequences to you and those around you. There are several harmful effects of **presenteeism**, such as:

- \* Increased probability of exhaustion or fatigue
- \* Longer recovery time or more severe health issues in the future
- \* Infecting your co-workers and potentially causing mass illness in the workplace
- \* Reduction in overall activity, productivity, and morale
- \* Increased likelihood of a workplace injury
- \* Decreased reaction time and cognitive function while working under the influence of medication

#### Best Practices

- \* When ill or injured, use your allocated sick time to recover. The American National Institute for Occupational Safety and Health found in a study that employees with access to sick time were **28% less likely to suffer a workplace injury**.
- \* Use your time off efficiently to seek necessary medical attention, rest, and relax.
- \* Be sure to take good personal care by getting sleep and eating healthy.
- \* Lead by example by taking the necessary time off to recover. Doing so contributes to creating a healthy work environment.