

## Cost-benefits of managing risk to drivers

Through our research we know that Occupational Health teams may need to demonstrate to senior managers the benefits of investing in the occupational health of drivers. This can be a complicated process and, if you work in a large organisation, may involve collating data from different departments (e.g. personnel), business units (field sales force) or sections.

The information provided in this document details the types of data you may find helpful to collate as a starting point to estimating cost-benefit. You may need to seek advice of an expert (e.g. health economist) in order to more accurately calculate cost-benefits.

Data you may wish to collate:

- Workforce size (or business unit<sup>1</sup>, for example, the sales force)
- Average gross salary (per business unit)
- Sickness absence
  - Number of days absence per business unit
  - Number of days absence due to MSDs per business unit
  - Costs of hiring temporary staff to cover sickness absence
  - Sales lost due to sickness absence
- Direct costs of occupational health services
  - The costs of referral to INTERNAL occupational health services, by business unit (e.g. occupational health physician)
  - The costs of referral to EXTERNAL occupational health services, by business unit (e.g. physiotherapist, counselling services)
- Ill health retirement
  - The number of staff leaving each year due to ill health
- Staff turnover
  - Costs of recruiting new staff (e.g. advertising, selection process)
  - Costs of training new staff (e.g. RoSPA training)
- Associated costs
  - Replacement of an unsuitable company car
  - The costs of litigation and claims each year
  - The costs of insurance premiums against such claims

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<sup>1</sup> A section of a business which performs a specific function. For the purpose of this document, it may also include a particular section or department.