

# RESEARCH REVIEW

Keeping you up to date with the latest peer-reviewed research on workforce health and productivity

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## [Predictors of COVID-19 Vaccine Uptake in Healthcare Workers](#)

Over 90% of Greek healthcare workers are vaccinated against COVID-19. Workers who previously had the flu shot, those who reported having more knowledge about and trust in the vaccine and female workers were more likely to get the COVID-19 vaccines. Education in the workplace on the efficacy and safety of the COVID-19 vaccine can improve and encourage vaccination among healthcare workers.

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## [Effect of Mental Health Telecoaching on Well-Being and Presenteeism](#)

Employees who used the employer-sponsored benefit of telecoaching for mental health services reported improved well-being and decreased presenteeism and absenteeism. Those who used the services more (2 or more sessions) reported greater improvements and satisfaction with the virtual setting. Employer-sponsored mental health programs can be effective virtually and lead to employee well-being and increased productivity.

**+ Supporting mental health:** [IBI's report](#) provides insights to help employers better understand and support the mental health needs of their employees. Our study found that two in five employed adults reported symptoms of anxiety or depression disorder – a four-fold increase from pre-pandemic levels.

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## [Perceived Supervisor Support for Health Affects Presenteeism](#)

Among Japanese employees, researchers indicate that supervisors who support and encourage healthy behaviors (e.g., taking time off when sick or managing hours to avoid burnout) can have positive effects on employees' mental and physical health, thus reducing presentism. Employers should ensure supervisors

have a leadership role in health promotion programs and encourage a culture of overall wellness.

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### **Trends and Disparities in Telehealth Use Among Injured Workers During the Pandemic**

Among injured workers, older adults, women, and workers with one dependent used telehealth services more. Increased telehealth services were used by workers who need longer rehabilitation and those with chronic injuries. Telehealth use was lowest in rural areas and areas with higher poverty rates. Employers should consider demographic and sociographic factors when implementing telehealth services to reduce barriers and access to care for improved employee health outcomes.

**+ Analyzing virtual care use:** [IBI's latest report](#) delves into who utilized virtual care throughout the pandemic, and provides insights for employers on encouraging virtual care use among employees.

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### **Increased Health Risks in Office Workers During the Pandemic**

Japanese office workers had weight gain and incidences of hypertension, hyperglycemia, and liver damage increase by 15% to 65% within one year during the COVID-19 pandemic. Male workers had more weight gain than female workers. Employers should consider addressing lack of physical activity and increased sedentary behaviors due to remote work when planning strategies or health promotion programs.

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### **Indirect Costs Attributed to Headache Among Employees**

Presenteeism occurred for 29% of Portuguese employees with migraines and 15% with non-migraine headaches. The work-loss costs for each employee were 664 Euros per year (approximately \$700), totaling an average of nearly 2 million Euros per year (\$2.11 mil) for employers. Employers should consider interventions for headache disorders, such as support and screenings for diagnosis and treatment, that can lead to better employee productivity and reduced costs.

**+ Treating chronic headaches:** Helping employees manage chronic illnesses remains one of the most viable strategies for reducing employers' healthcare and

disability costs. [IBI's report](#) on migraine and other headaches looks at how employees can support those managing this condition.

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### Upcoming Events

[IBI/Conference Board Health and Productivity Forum \(Chicago\); September 28-29, 2022](#)

[Managing Obesity Risk: The Weight Epidemic Can't Wait: May 25, June 1, June 8, 2022](#)

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