

Fourteenth Report, July 2011

Advisory Committee on Senior Level Retention and Compensation

Extract

Promoting the Health of Executives

As part of our ongoing interest in the linkages between workplace health, productivity and engagement, we have been following the survey reports on executive health produced by the Association of Professional Executives of the Public Service (APEX) over the past decade.

APEX recently reported that executive health issues cost the Government \$100 million annually in lost productivity, representing 10 to 15 percent of the executive payroll. At our most recent meeting in February 2011, APEX offered three major recommendations of ways in which this Committee can positively promote the health of executives in the workplace:

1. Support the development of a departmental scorecard for executive health to benchmark, measure and evaluate changes in workplace health for executives;
2. Encourage a culture of health, well-being, performance and productivity in the federal workplace; and
3. Monitor the state of executive health as a part of this Committee's ongoing senior advisory responsibility.

We are very receptive to these recommendations. As a first step, we are supportive of the development of a departmental scorecard for executive health as a way to provide departments with baseline information on health issues against industry standards. With this information, we believe that this Committee would be positioned to take an active role both in monitoring executive health and in recommending ways in which it can be promoted. We would look forward to a progress report on this initiative at our next meeting.

On a related subject, we are also interested in learning more about the Government's *Disability Management Initiative*, a strategy aimed at promoting a productive public service through improvements to the management of workplace health issues and reductions in the costs associated with workplace disability.

Summary of Recommendations

6. Using industry standards, a departmental scorecard for executive health should be developed as a source of baseline information for departments on executive health issues, facilitating the measurement, monitoring and improvement of the health of the executive cadre.

Topics of Focus for the Future

At our next meeting, we would like to be updated on the progress made in the following areas:

- The health of the executive ranks, including the progress made on the development of a departmental scorecard to benchmark, measure and evaluate changes in workplace health for executives.
 - The *Disability Management Initiative*, a government strategy aimed at promoting a productive public service through improvements to the management of workplace health issues and reductions in the costs associated with workplace disability.
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