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Rochester General Hospital Edition

February 2011

PRESENTTEEISM: A VIEW TOWARD HEALTHCARE COSTS & OUTCOMES

"Presenteeism" has recently emerged as a growing concern among managers, HR executives, CFOs and CEOs. Presenteeism is defined by loss of work output when employees come to work without functioning to capacity due to sickness, fatigue or injury. It has been estimated that the cost of presenteeism amounts to one hundred eighty billion dollars annually in the United States, a cost almost three times more than absenteeism. Our greatest concern in the health care industry is for our patients. The spread of infection to them and to our co-workers due to presenteeism will negatively impact our patients' health and wellbeing.

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