

Agis Health Insurances

A Healthy Proposition

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Programme

- Introduction
- Starting points
- Aims
- Lay out
- Results
- News





Starting points 2006

- Health check (well over 550 employees) shows 65% is unhealthy due to lifestyle.
- Research workability monitor shows a correlation between lifestyle and workability.
- High rate of absence (high frequency and long duration) due to illness.
- In total 25% of the absence is directly caused by lifestyle.



Aims

- Connect with mission of Agis: the Health improver.
- Pro-active in investigating health- and safety risks and initiate programmes of improvement.
- Custom-made delivery: agreement on realistic personal targets for each employee, should lead towards change of behaviour and life-style.
- Research whether programmes are effective in absence reduction.
- Exercise and Lifestyle-awareness: “part of the job”.
- Improve wellbeing of employees.

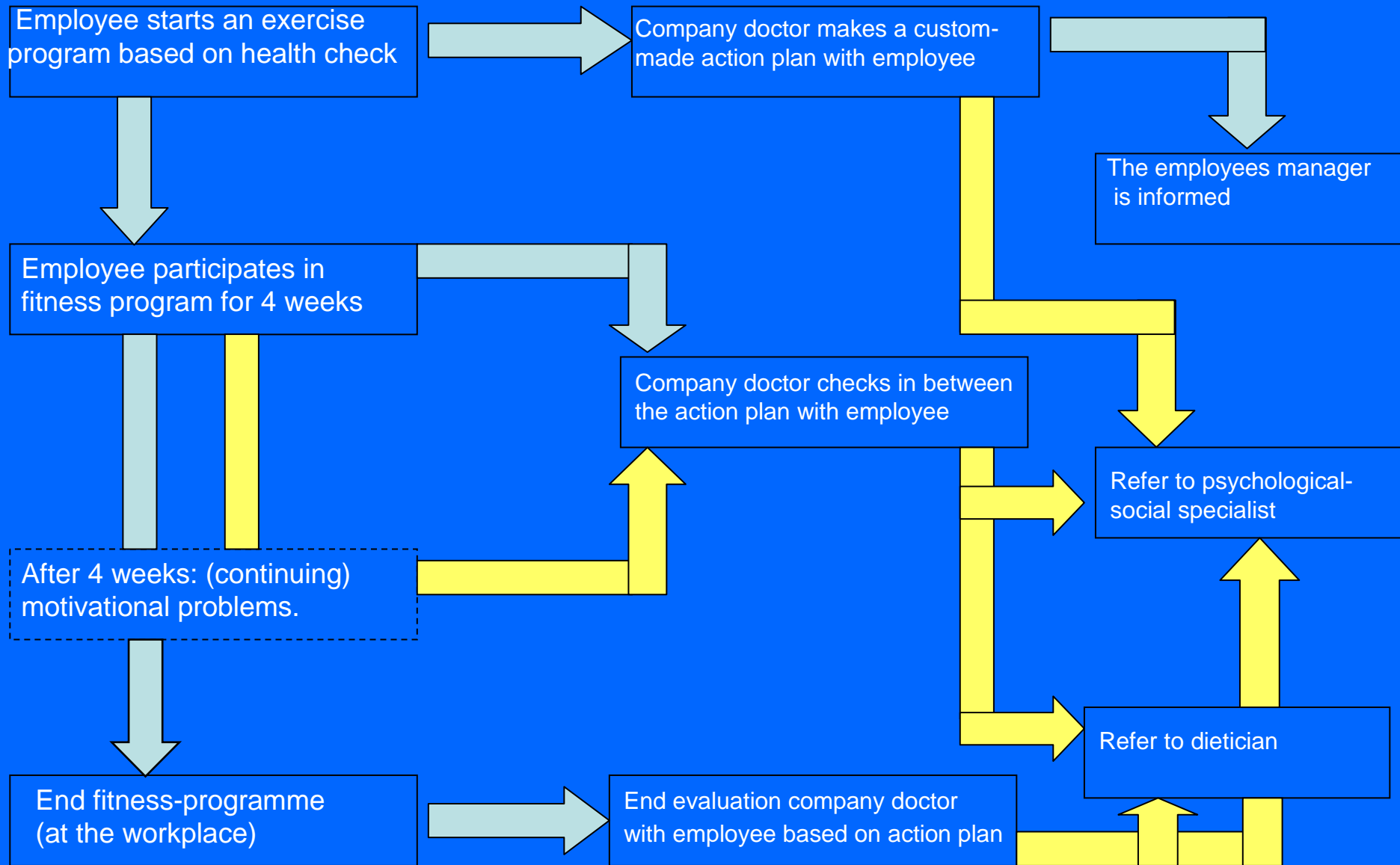


Summary of the lay-out

- 2 tracks:
 - Proposition of programmes to all employees concerning physical exercising and life-style.
 - Specific offers on custom-made programmes based on research results from the Periodic Medical Examination (health-check). Alongside fitness-programmes also dietetics, stop smoking and relaxation-exercises.

See next diagram 

Diagrammatic approach individual exercise programme



■ Obligated action

■ Facultative action



COMPANY-SPORT FOR EVERYBODY



CUSTOM-MADE FITNESS-PROGRAMME



Results (1)

Participation

- Amount of participants health-check
(2007 and 2008: n = 600)
- Fitness-programme “Vitagis” (2008: n =125)
- Support dietetics (2008: n = 77)
- Training to give up smoking (2008: n = 45)
- Proposition company sport (to every employee)



Results (2)

Effects on (work) environment / behavior

- Results Exercise programme:
 - 100% participants satisfied (mark 9,4 on scale 0-10)
 - Change of behavior and goals achieved: 64%
 - Wellbeing improved: 68%
 - Support colleagues and managers/supervisors: 91%
 - Link to absence behavior :
 - ***Group target/behaviour successful: report frequency from 1,5 to 1,0; Absence duration per report went down with 60%.***
 - ***Group target/behaviour not (yet) successful: No decrease in frequency (= 1.8); Absence duration went down with only 10% per report.***



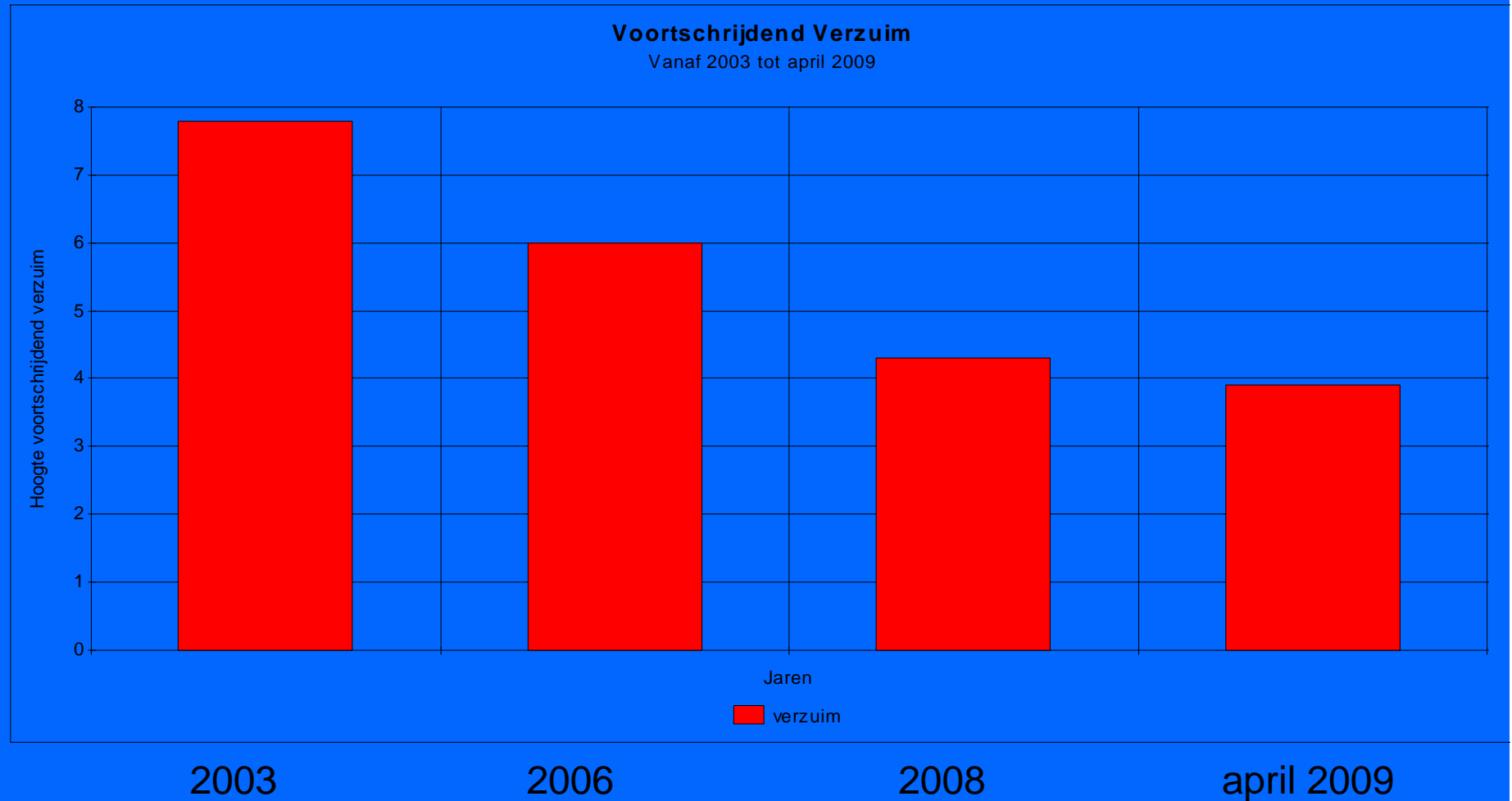
Results (3)

Affiliation organisation

- Always obtain commitment from the management.
- Communicate!
- Offer a diversity of activities; make sure that everyone can participate.
- Offers must be made on an annual basis and be recognisable.
- Organise seasonal lifestyle activities.
- Make sure to work with dedicated professionals:
 - Not (necessarily) through existing Occupational Health- and Safety service-providers.
 - Professionals have to be flexible available/versatile.
 - Professionals must have the will and ability to work interdisciplinary.
 - The Organisation (customer) must have the lead in vision, policy and internal communication.



Rate of absence Agis



Nomination “Kroon op het Werk” 2009



