

Programme

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

Agis Health Insurances: A Healthy Proposition



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.

Agis Health Insurances: A Healthy Proposition

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.

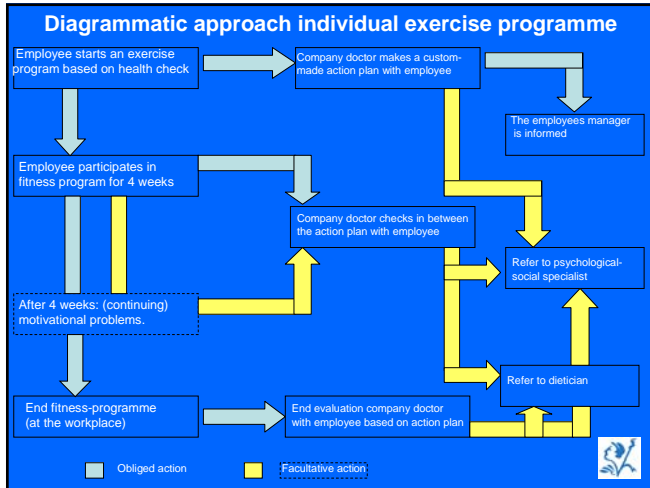
Agis Health Insurances: A Healthy Proposition

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

Agis Health Insurances: A Healthy Proposition



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)

move europe Agis Health Insurances: A Healthy Proposition

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.**

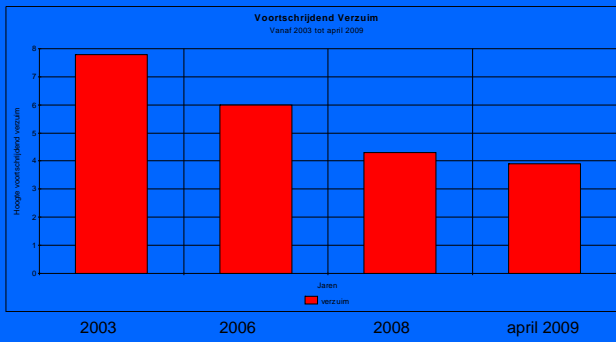
move europe Agis Health Insurances: A Healthy Proposition

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 a 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.

move europe Agis Health Insurances: A Healthy Proposition

Rate of absence Agis



Nomination "Kroon op het Werk" 2009



Agis Health Insurances: A Healthy Proposition

