

Campaigning for Better Health

Sustainable employability programs at SABIC Innovative Plastics

Why?
How?

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WHY ?

Employee Health anno 2011:

We think we are in great shape, but ...



Houston,

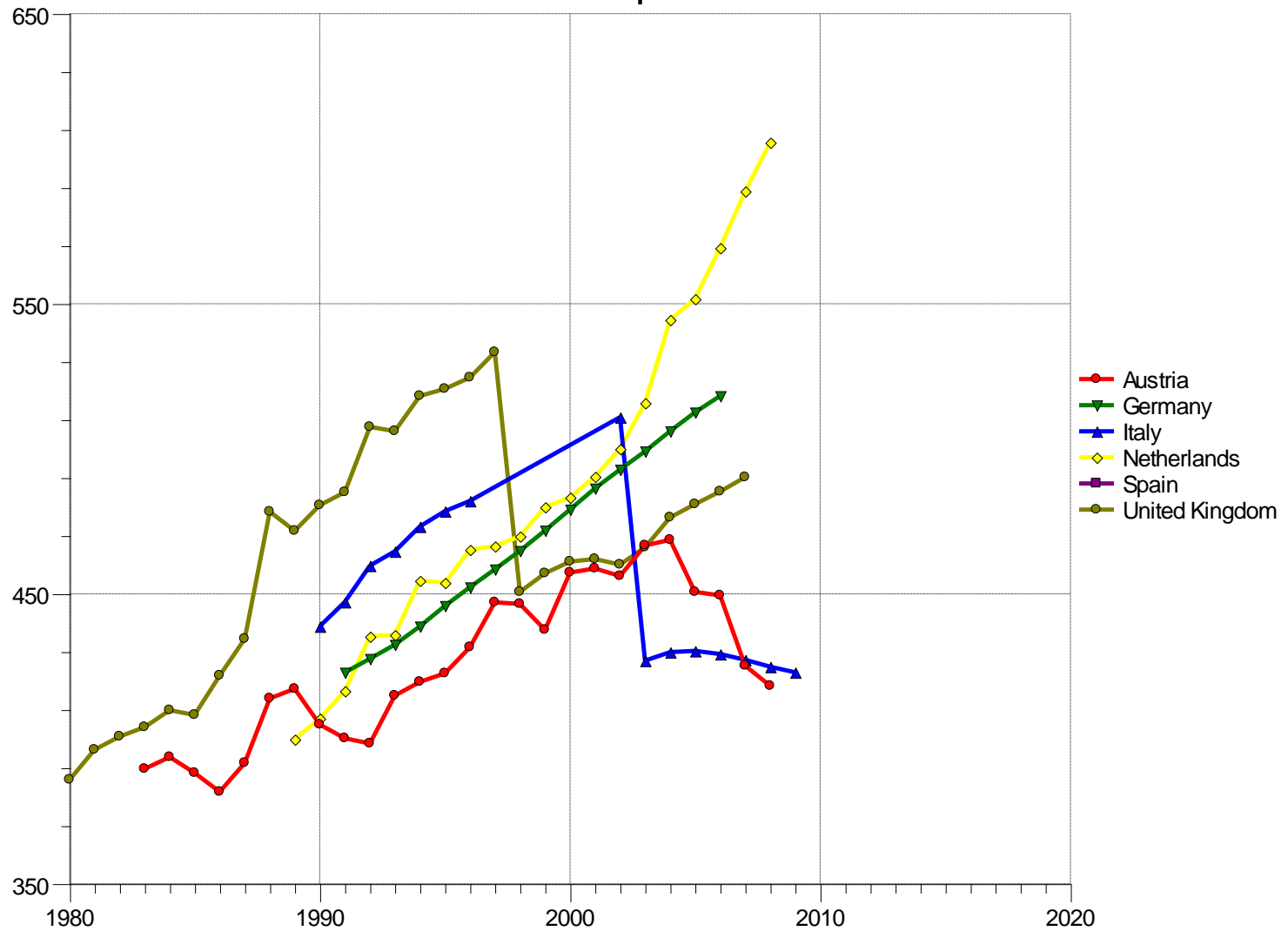
We have a problem !

Employee health problems in Europe:

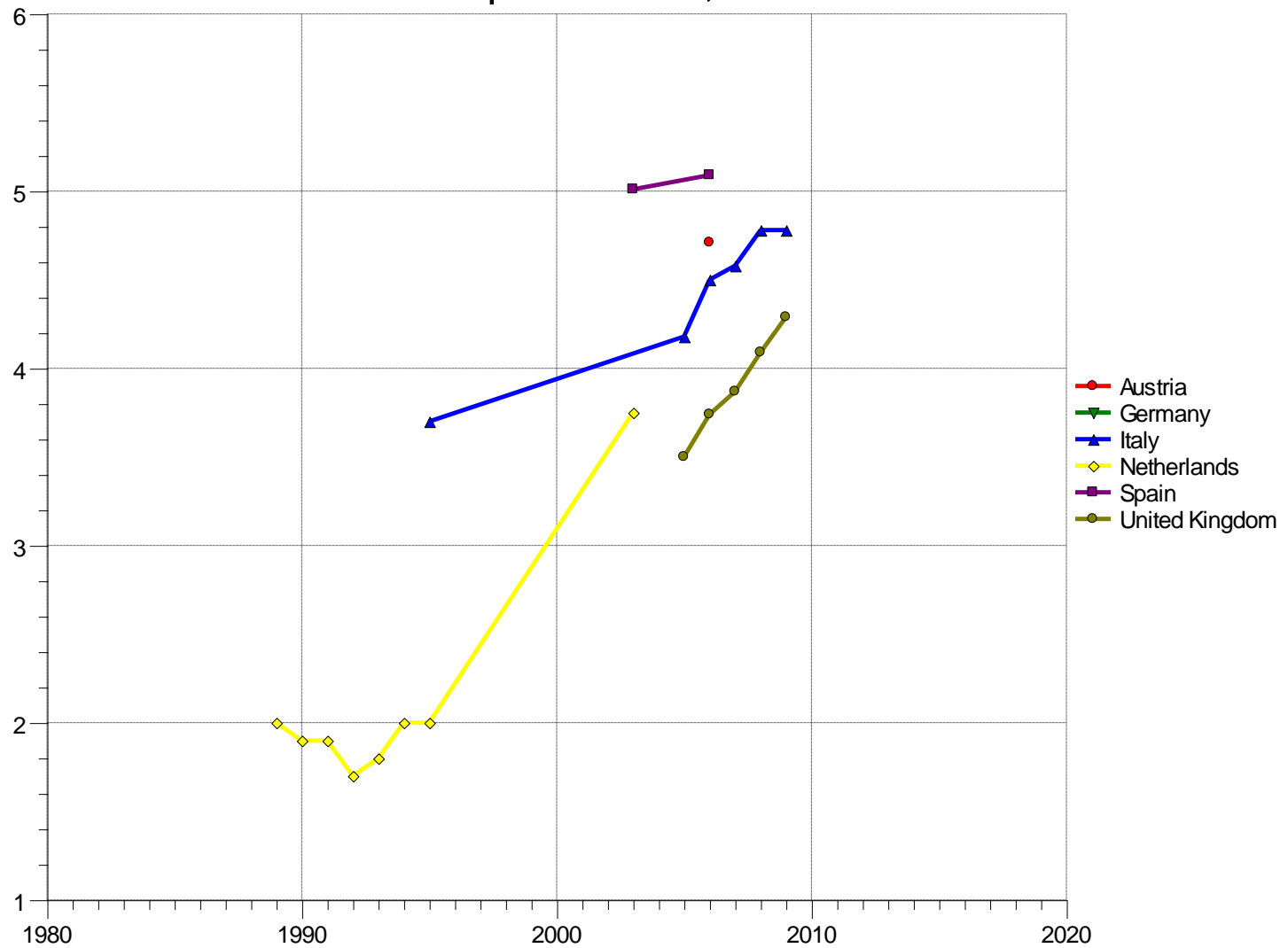
Increase of life style related diseases:

- Cardio vascular disease
- Diabetes
- Cancer
- Obesity

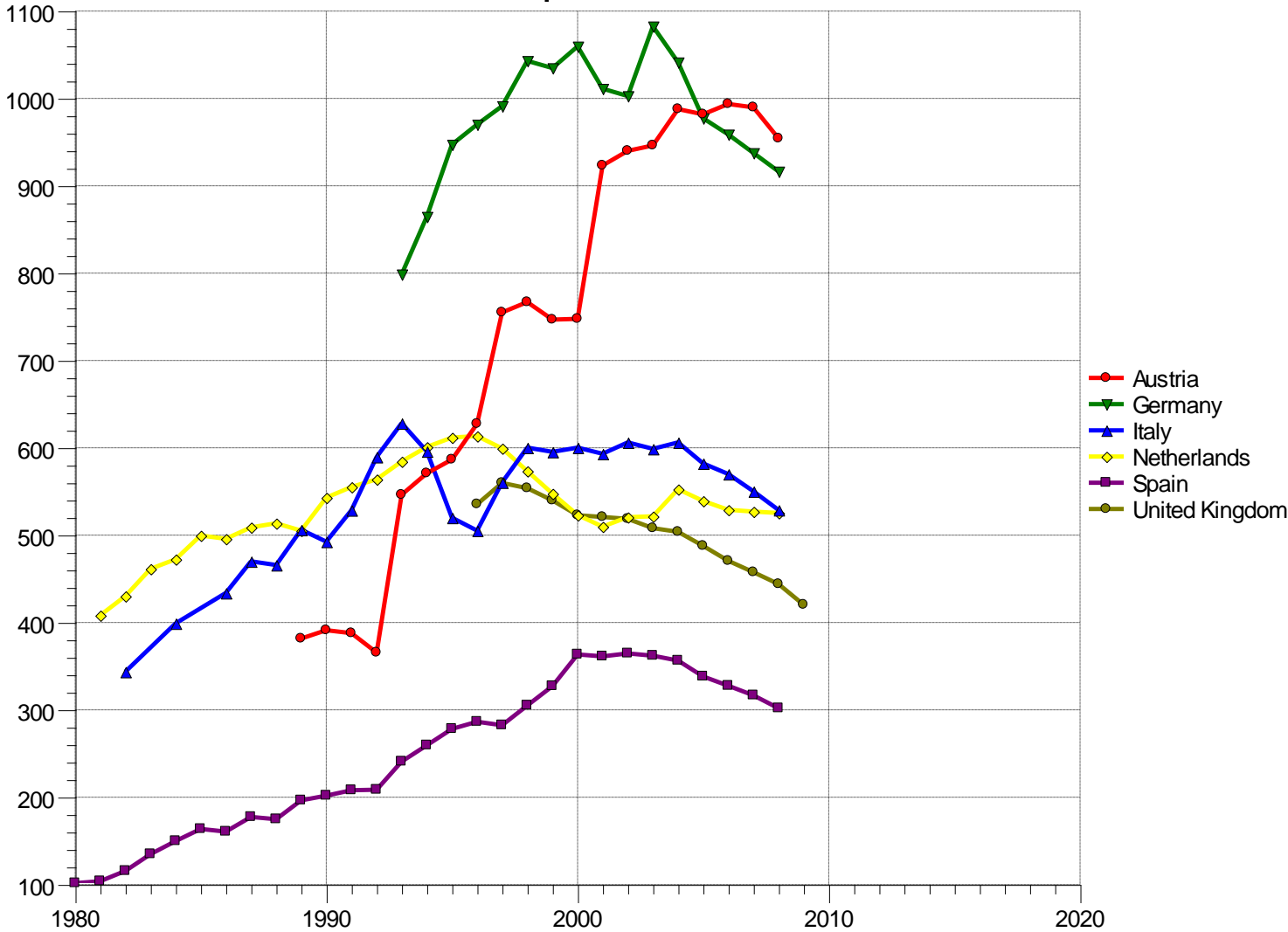
Cancer incidence per 100000



Diabetes prevalence, in %

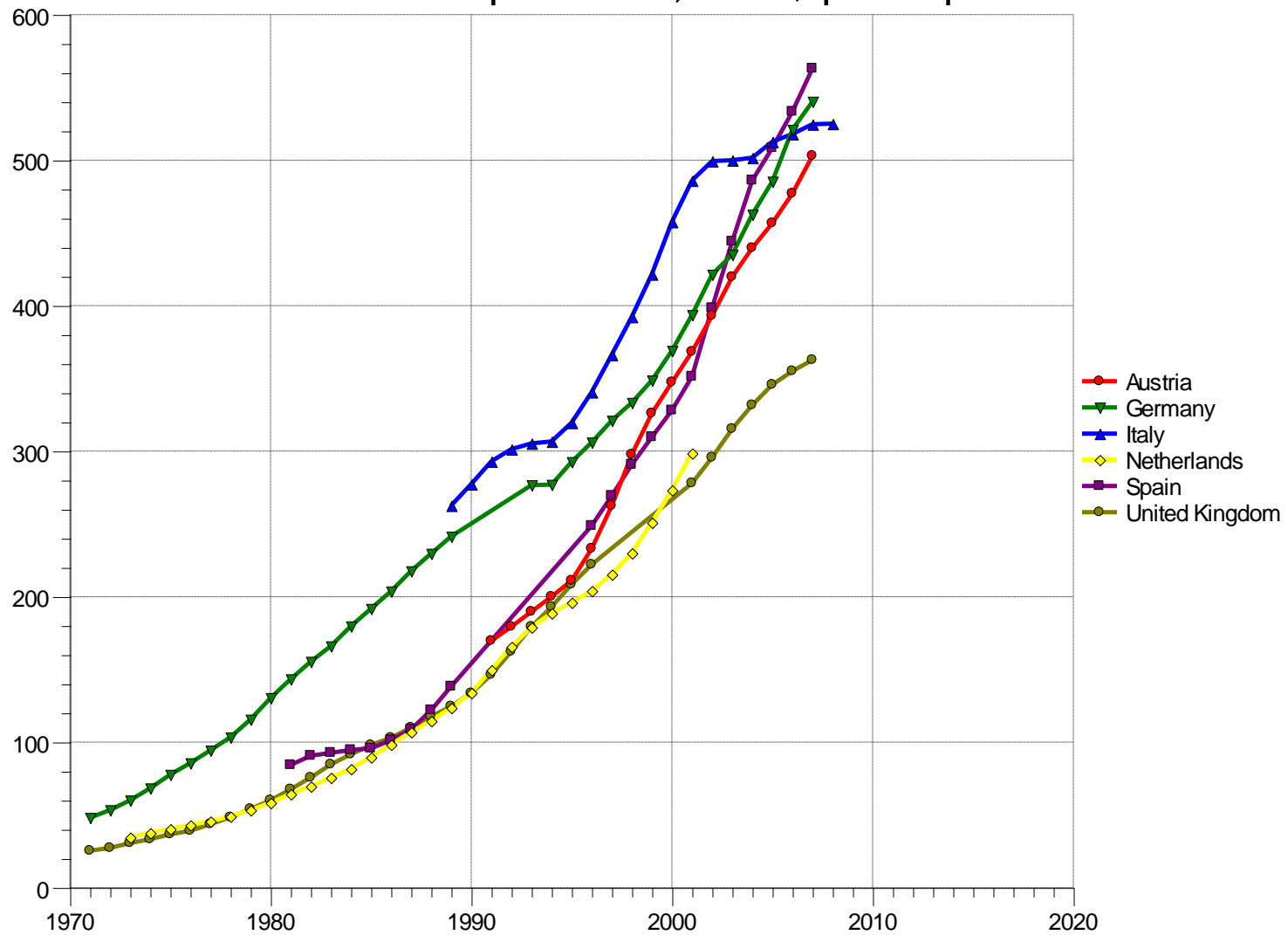


Hospital discharges, ischaemic heart disease per 100000

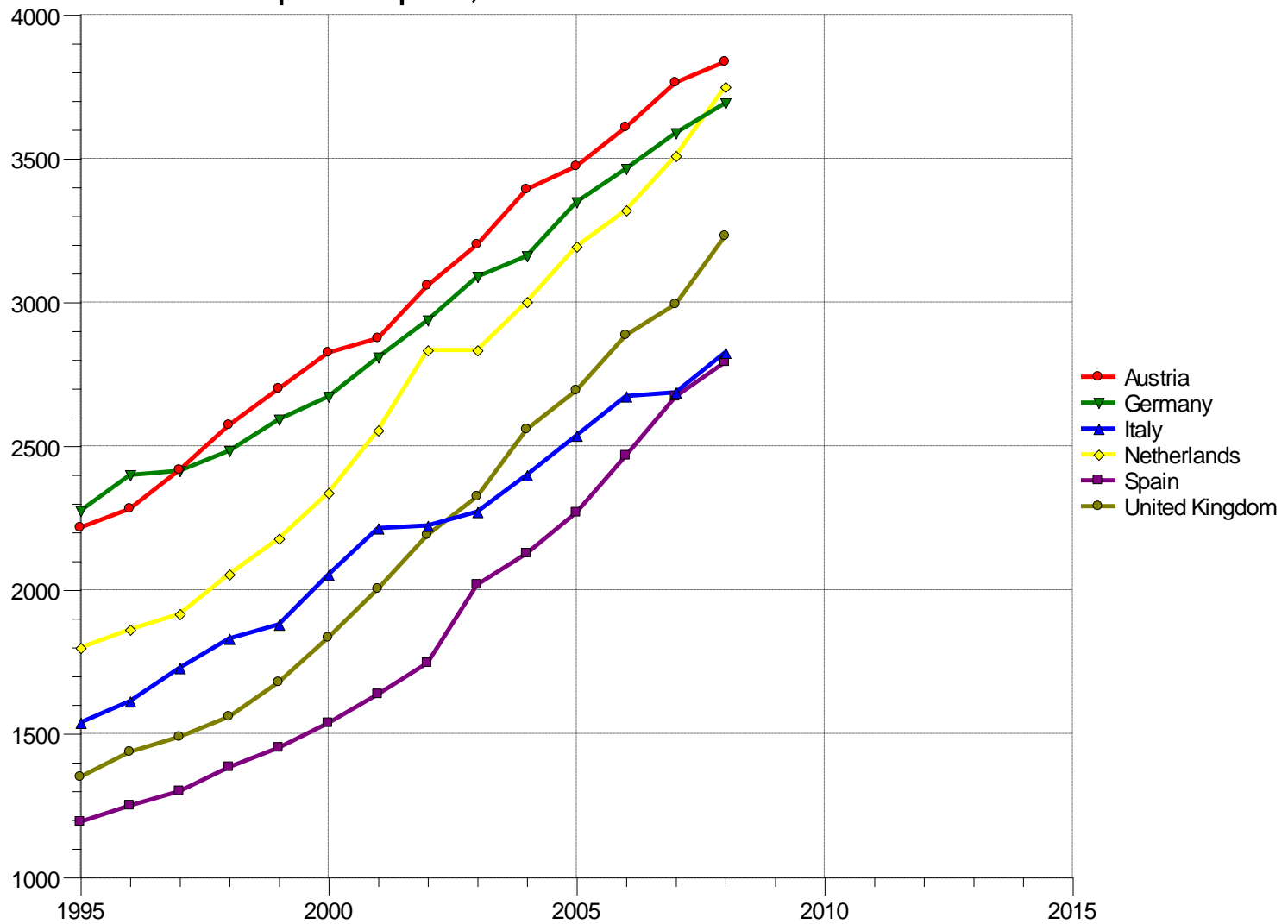


Higher health related costs

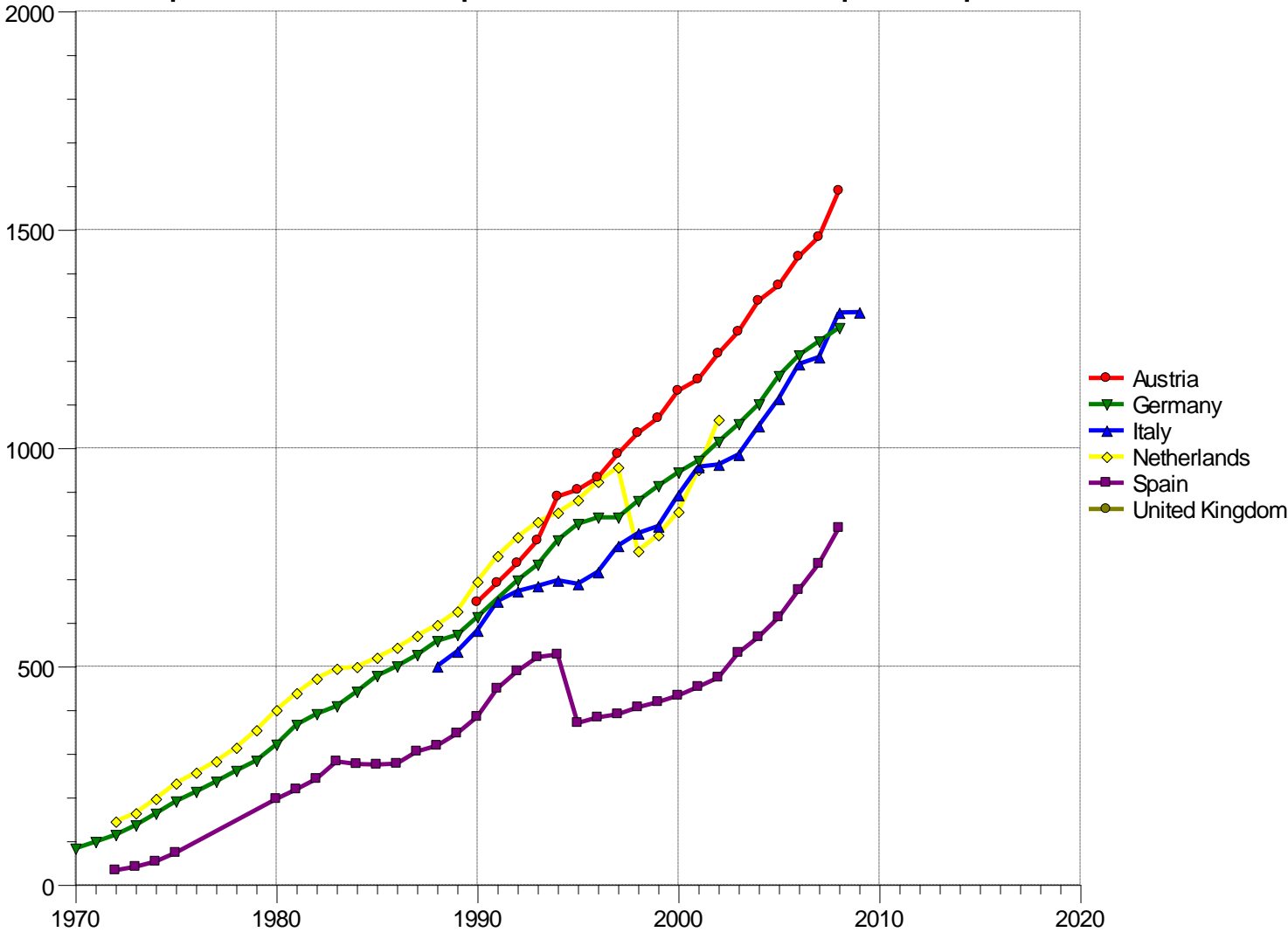
Pharmaceutical expenditure, PPP\$ per capita



Total health expenditure, PPP\$ per capita, WHO estimates



Expenditure on inpatient care, PPP\$ per capita



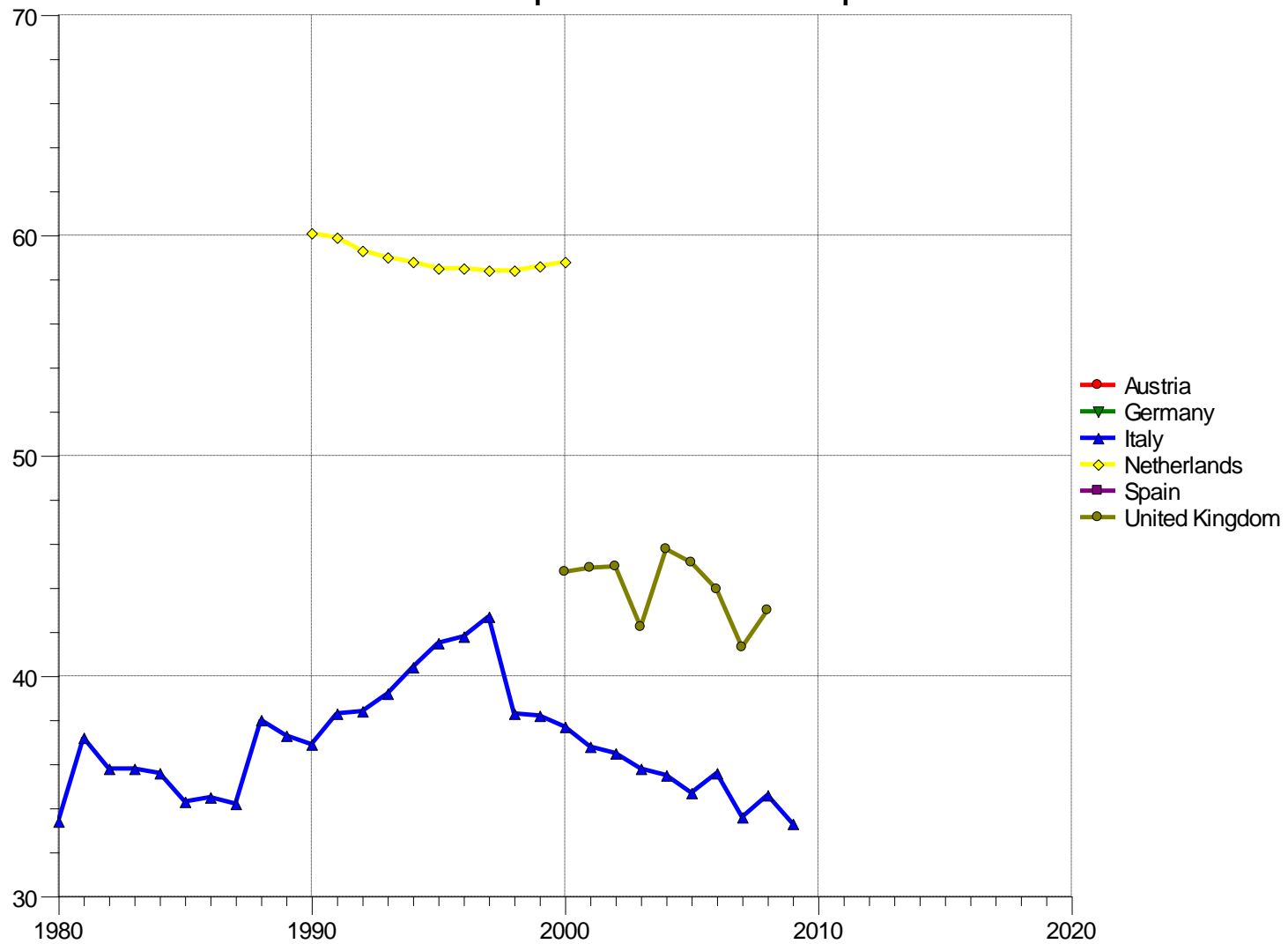
Higher costs RELATED to:

- **Increased number of life style diseases**

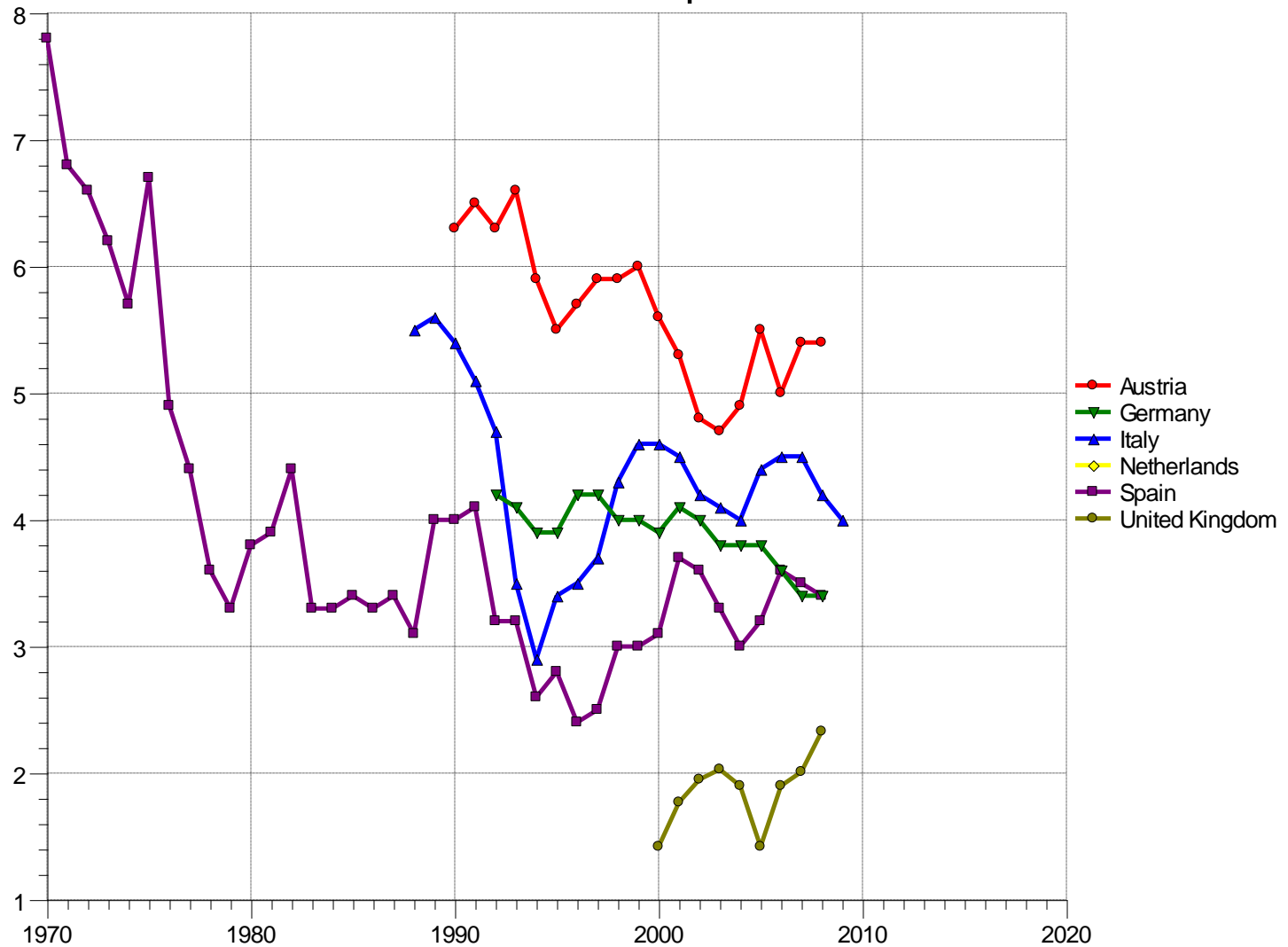
Higher cost NOT RELATED TO:

- **Doctor salaries**
- **Hospital facilities**
- **Treatment duration**

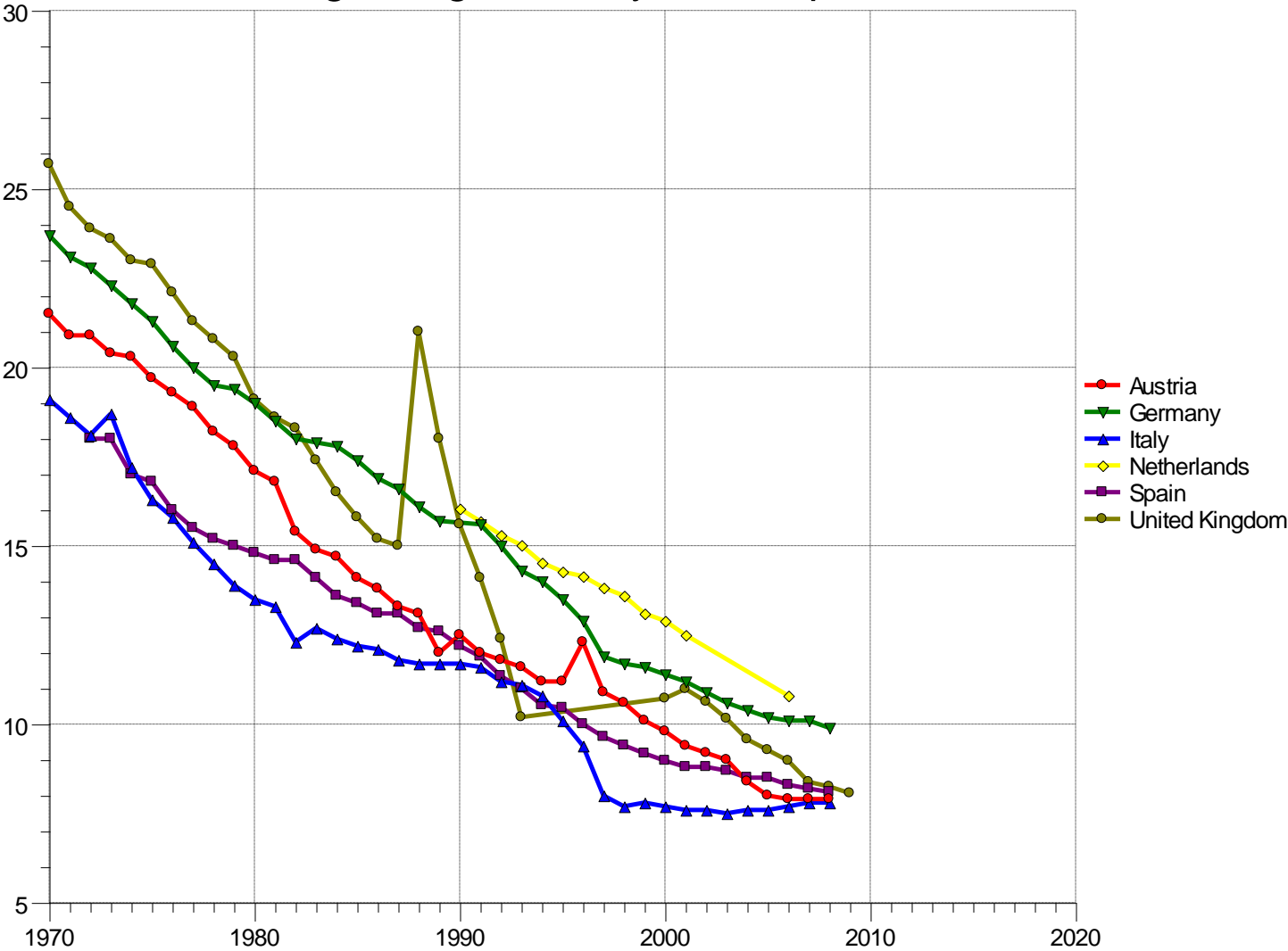
Salaries as % of total public health expenditure



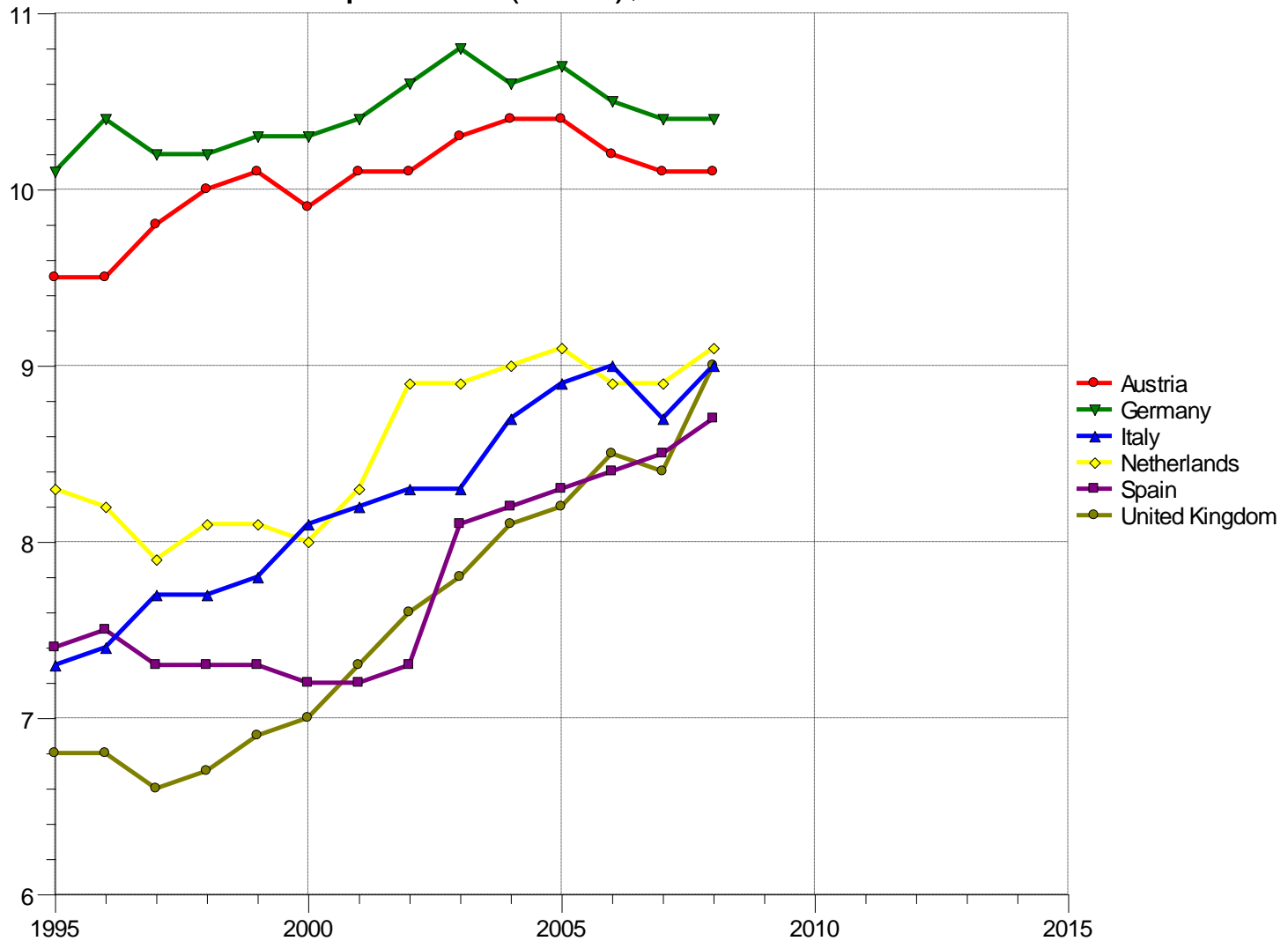
Total capital investment expenditures on medical facilities as % of total health expenditure



Average length of stay, all hospitals



Total health expenditure as % of gross domestic product (GDP), WHO estimates



So we have a health problem !

Is it serious?

- Not yet

Why use lifestyles to improve?

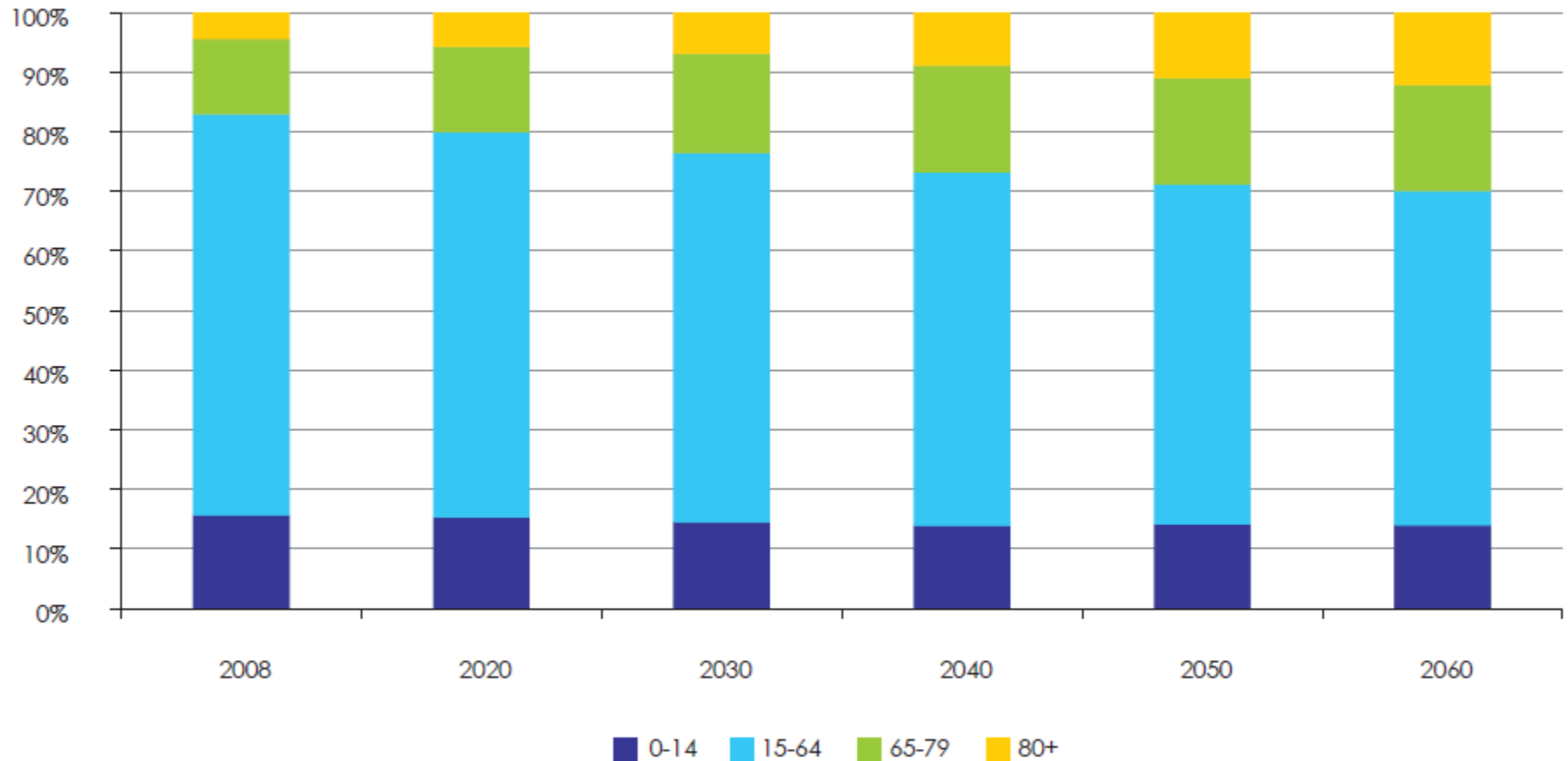
- Because it works

Is this the only problem?

- No ! ... Ageing is an issue too.

Problem 2: Ageing

Graph 15 - Projection of changes in the structure of the population by main age groups, EU27 (in %)



Source: Eurostat, EUROPOP2008.

In 2040 the rate 65+:20-64 year = 1:2

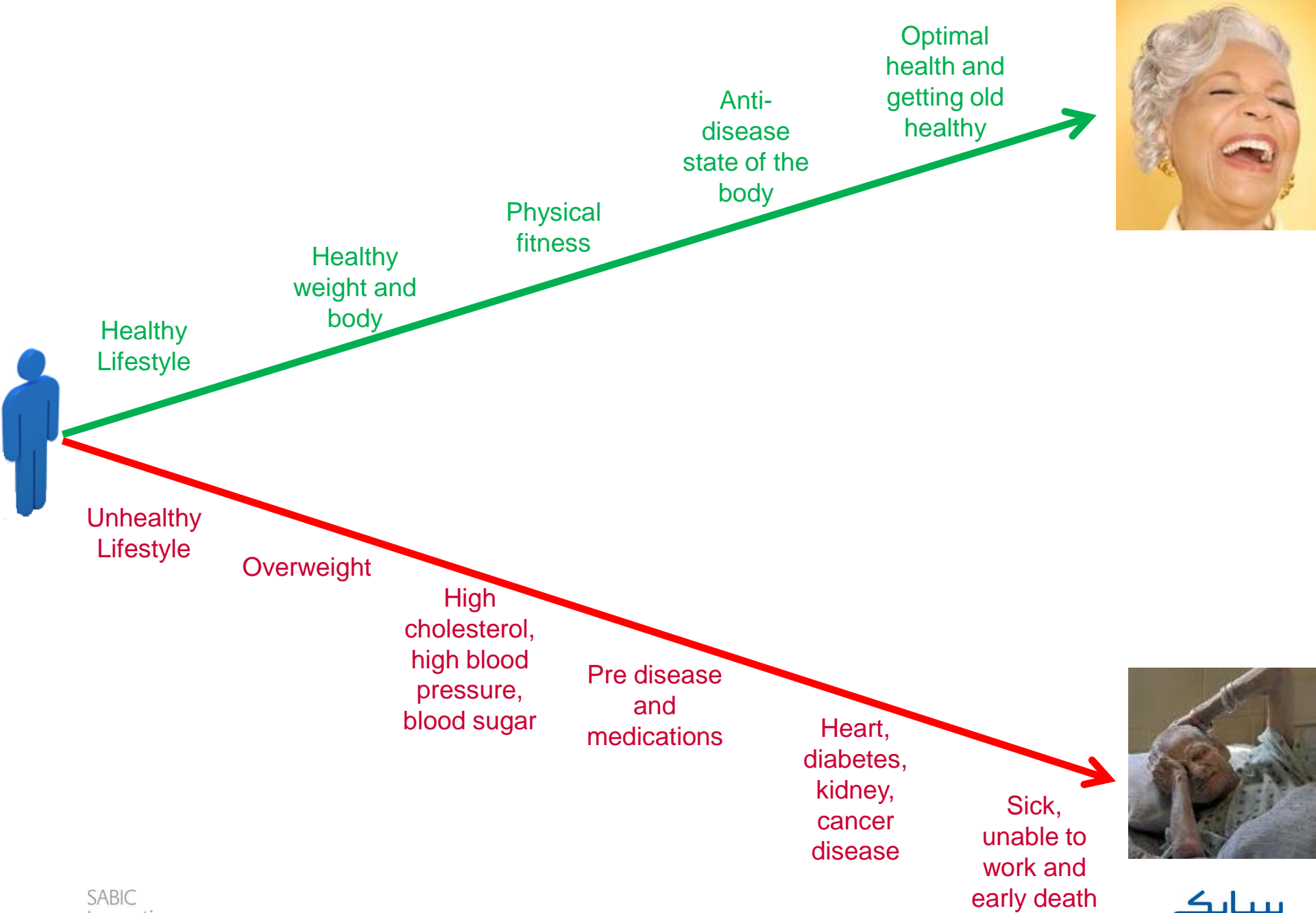
We all like to become old



But ... do you really like this?

Or stay healthy till old age



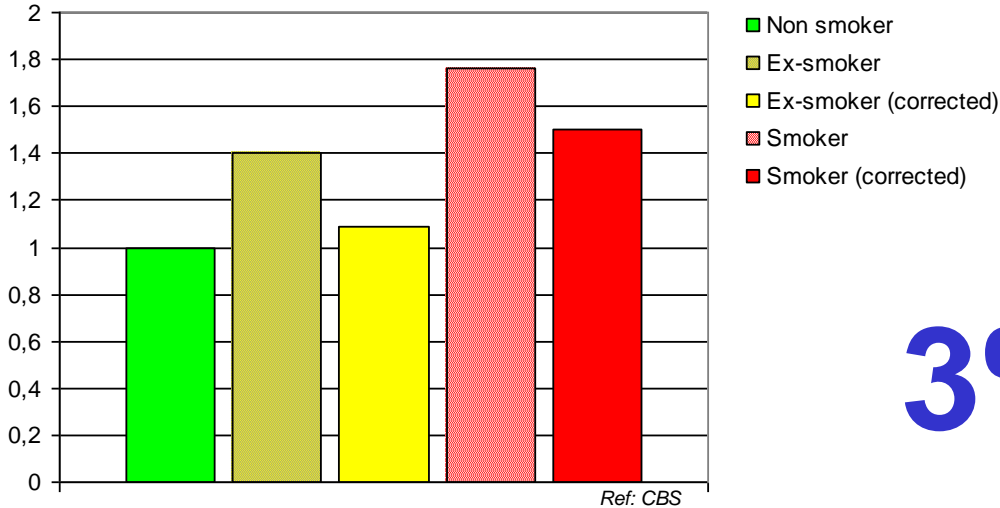


Behavior changes tied to lower costs

BoZ site

Absenteeism difference: smoking - non smoking

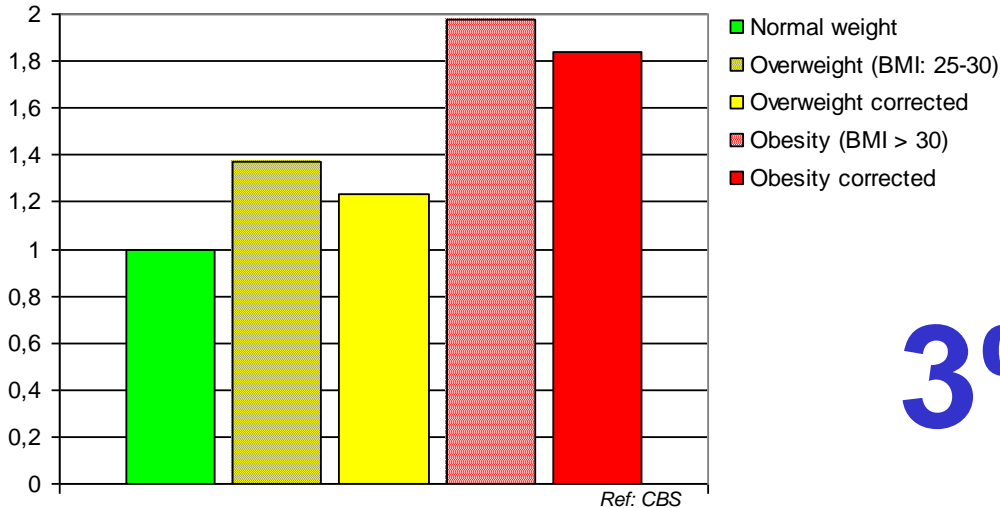
Ratio compared with non smoking



3% → 2.7 %

Absenteeism difference: normal weight-overweight

Ratio compared with normal weight

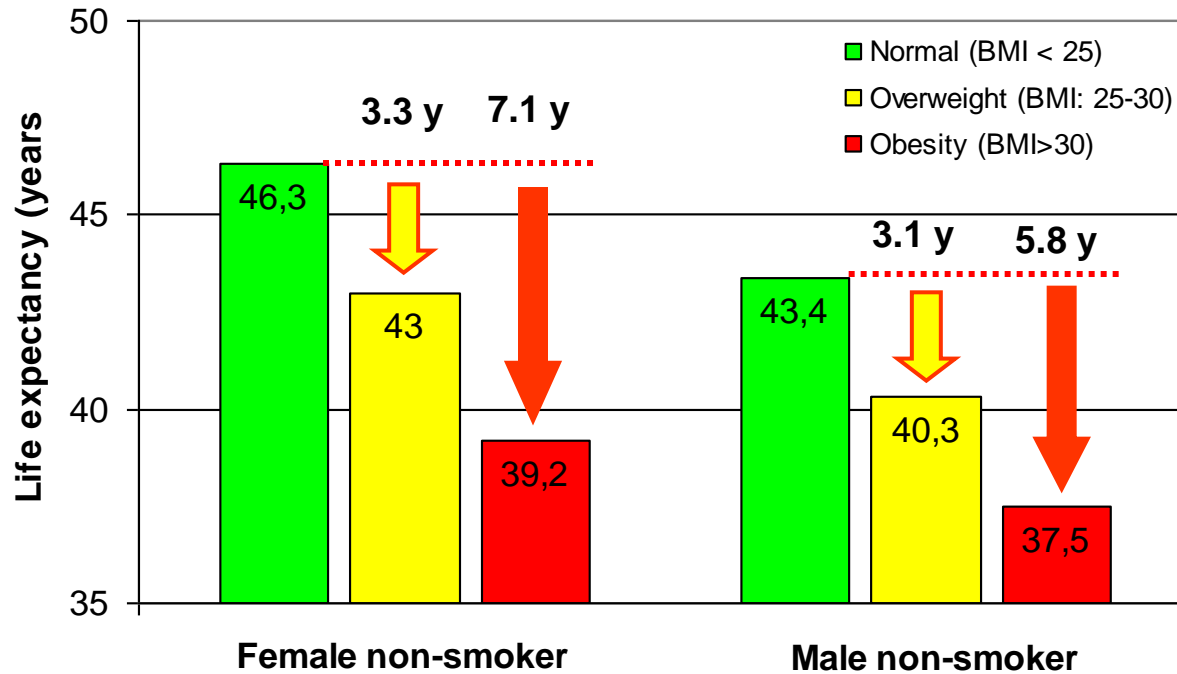


3% → 2.6 %

Corrected = Corrected for other lifestyle, individual and environment factors

Life expectancy at age 40

Framingham Heart Study



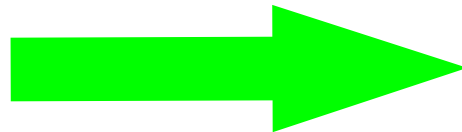
Benefits of 10% weight loss:

- 20 % reduction in all-cause mortality
- 30 % reduction in diabetes-associated mortality

Benefits of Stop Smoking

Stop smoking at:

- Age 30
- Age 40
- Age 50
- Age 60



Average life gain:

- 10 years
- 9 years
- 6 years
- 3 years



Problem 1: Health Issues

Problem 2: Ageing

HOW can we fix this ?



Our approach



1. Can work longer
2. Willing to work longer

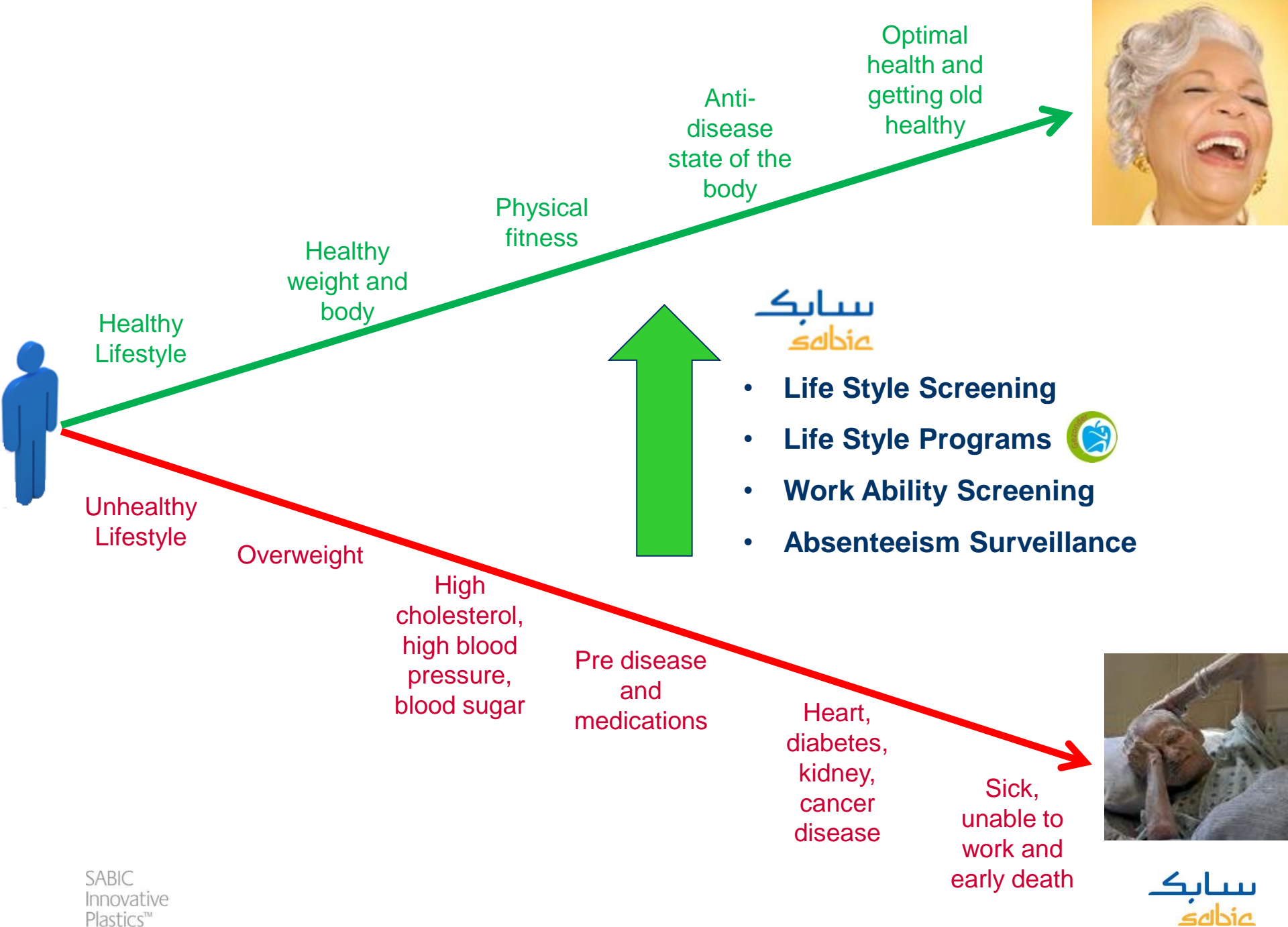
Solutions

1) CAN work longer

- Lifestyle promotion – keep good health (Gezonder program)
- Absenteeism surveillance
- Work ability exams
- Older employees less strainful work (e.g. 2hrs/day or 1 day/week)
- Flexible work hours

2) WILLING to work longer

- Vital, involved, passionate (continue to offer challenges; self steering at work)
- Training focused on employability
- Positive work environment with adequate social support





Gezonder Prevention Program

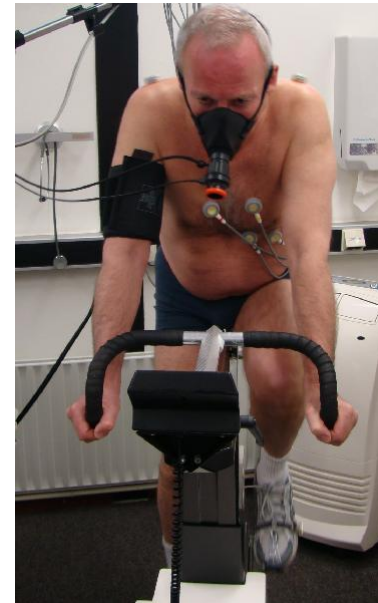
Site Health Culture



Site Programs, e.g.:

- Provide healthy food on site
- Learn to eat healthy
- Smoke free sites
- Give up smoking programs
- Sporting / movement programs
- Alcohol awareness
- Sleep education and programs
- Mental help
- Programs for seniors
- Health screenings
- Meditation
- Etcetera

Mgt As Role Model



Healthy leadership:

BMI < 25
No Smoking
Healthy Diet
Exercise

Questionnaire prevention counseling

1. How old are you?
2. Are you male / female?
3. Has your father, mother, brother or sister type 2 diabetes?
4. Has your father, mother, brother or sister before the age of 65 had a cardiovascular disease?
5. Do you smoke?
6. What is your height in cm?
7. What is your weight in kilograms?
8. What is your waist circumference in cm?



Herz- Kreislaufkrankung Risikoanalyse



Ziele:

- ◆ Erhebung des **IST-Zustandes** der Mitarbeitergesundheit
- ◆ **Anpassung** der Leistungen an die **Bedürfnisse** der Mitarbeiter
- ◆ **Verbesserung** der medizinischen Leistungen in den Betrieben

Ablauf:

- ◆ Ausschicken der **Fragenbögen** Anfang **September 2011**
- ◆ **Anonyme, freiwillige** Teilnahme
- ◆ Ergebnisse im **Oktober 2011** verfügbar

Ausführende Betriebe:

- ◆ **Italien**
- ◆ **SF&S Bergen op Zoom**
- ◆ **Wiener Neustadt**

Danke für Ihre Teilnahme!

Nona Jurecki (Arbeitsmedizinerin)
Alexander Müller (EHS-Verantwortlicher)

Solutions

1) CAN work longer

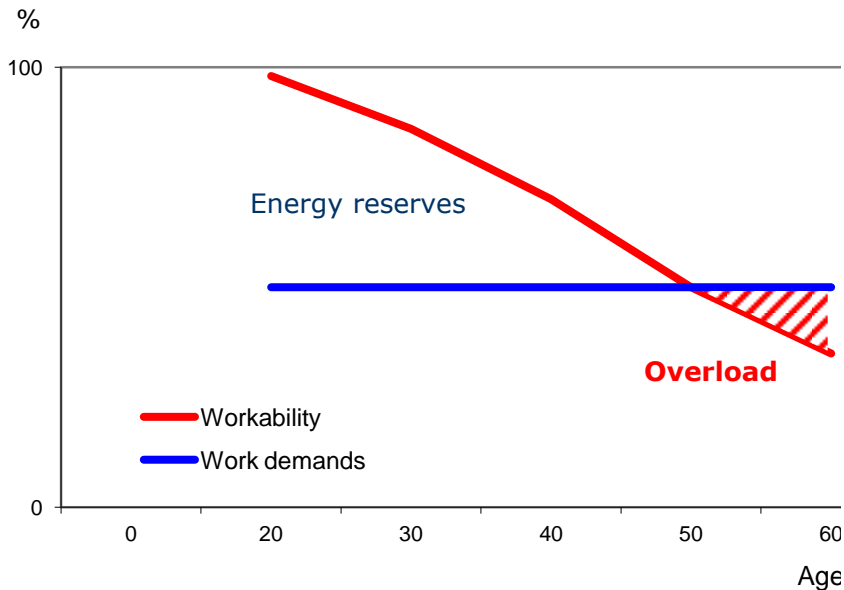
- Lifestyle promotion – keep good health (Gezonder program)
- Absenteeism surveillance
- Work ability exams
- Older employees less strainful work (e.g. 2hrs/day or 1 day/week)
- Flexible work hours

2) WILLING to work longer

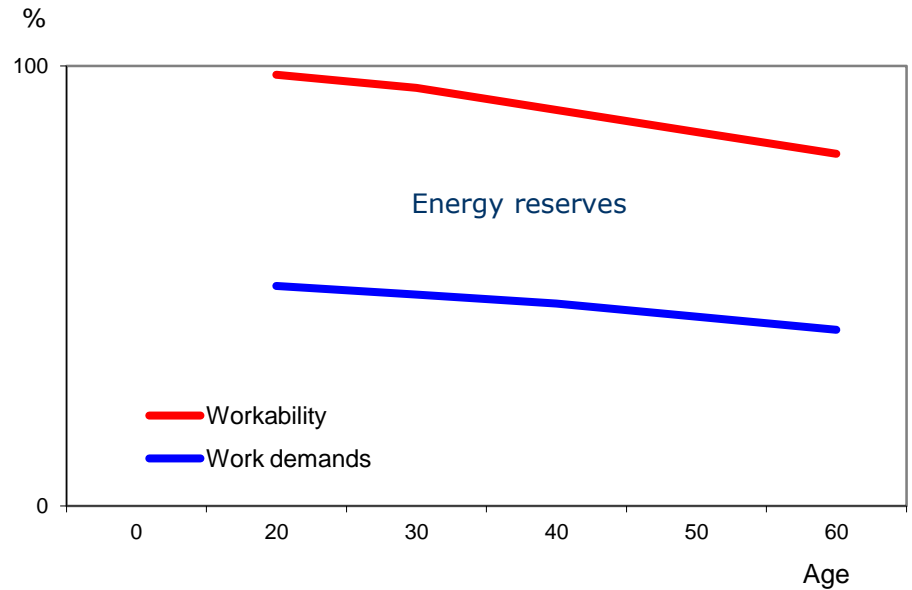
- Vital, involved, passionate (continue to offer challenges; self steering at work)
- Training focused on employability
- Positive work environment with adequate social support

How can we continue work until retirement?

Problem



Solution



Work ability of a 60-year-old is 20% less than 40-year-old person.

1. Optimize work ability
2. Slightly modify job demands

Solutions

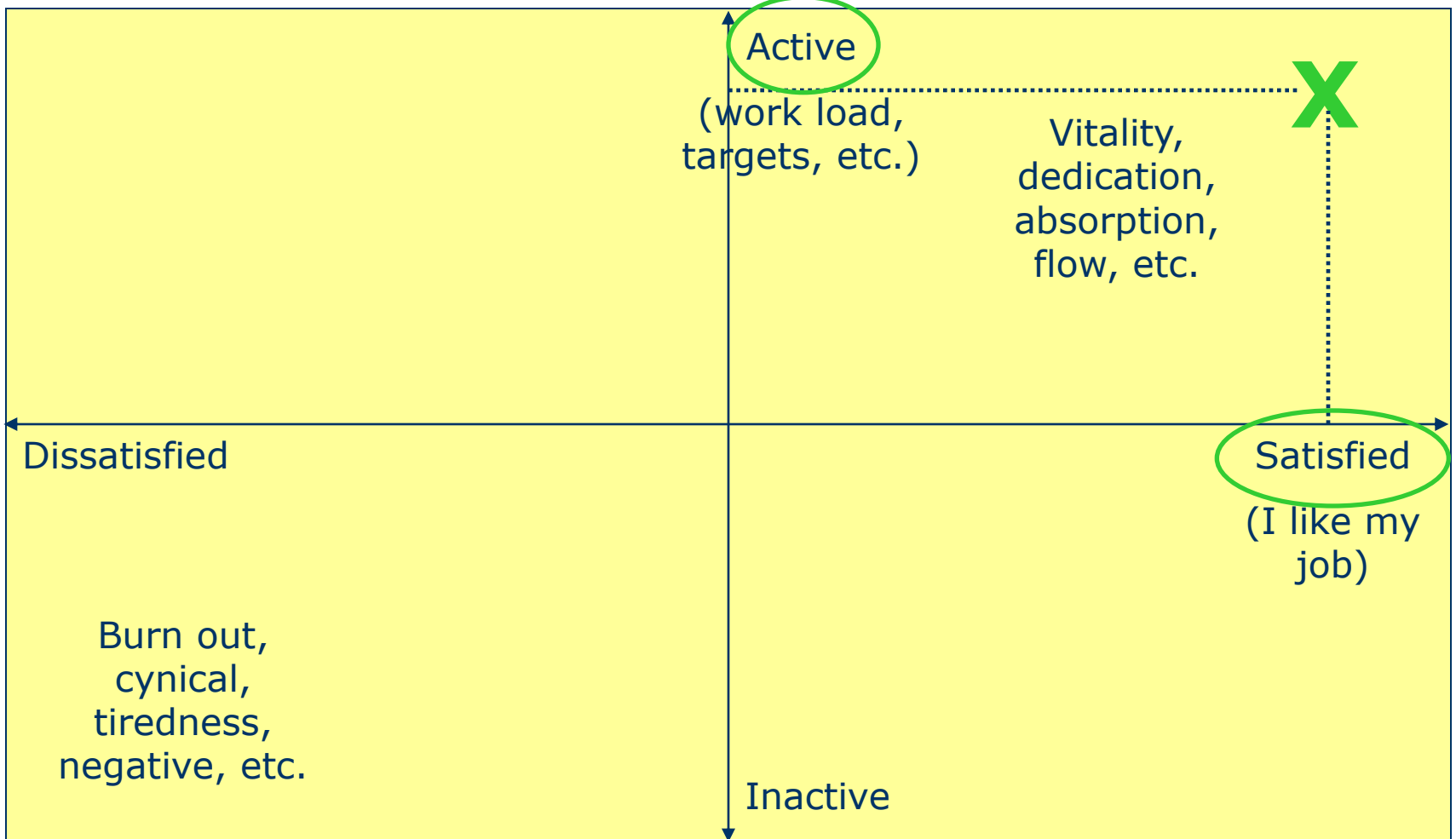
1) CAN work longer

- Lifestyle promotion – keep good health (Gezonder program)
- Absenteeism surveillance
- Exams: Work ability exams, Prevention Counseling
- Older employees less strainful work (e.g. 2hrs/day or 1 day/week)
- Flexible work hours

2) WILLING to work longer

- Vital, involved, passionate (continue to offer challenges; self steering at work)
- Training focused on employability
- Positive work environment with adequate social support

Engaged employees – self steering



Satisfied employees are passive
Dedicated employees are satisfied + active

Recent projects 2011



On line coaching diet programs



How optimize current health and lifestyle programs (influence of group, role manager, etcetera) (TNO-Erasmus University)



Meditation



Self-control - Engagement (Erasmus University)



Work Group Sustainable Employability

Summary

- European companies are faced with negative trends in employee lifestyle and ageing issues – this implies a main risk for employability.
- Sustainable employability requires an approach focused at CAN and WILLING to work.
- Both employers and employees have a role to play.
- Doctors like to cure diseases but it's a far better approach to promote "keeping good health"
- The EHS policy should focus on prevention (WAI, lifestyles, etc.) and sustainable employability programs.

Unhealthy habits make you look older on the outside



and on the inside too !

Thank you for your attention