



INDIVIDUAL
COMPANY
REPORT

Official results of the 2012
Discovery Healthy Company Index

University of the Free State



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Executive summary

Thank you for being one of the 110 companies that took part in the 2012 Discovery Healthy Company Index. Having had 101 companies take part in 2011, it is great to see that interest in corporate wellness is increasing.

This report includes an analysis of the responses submitted by 450 of the 2014 eligible employees in your organisation. These results have been benchmarked against the 19011 respondents to the 2012 Discovery Healthy Company Index. In addition, because you took part in 2011 survey as well, we have included comparisons to previous results where possible and relevant. The overall results report provides further analysis of the results for all respondents and can be read in conjunction with this report.

Survey ranking

The coloured risk indicators show whether the majority of employees were at low risk (green), medium risk (orange) or high risk (red).

The overall grades (symbols) represent the performance of your company relative to the performance of other companies who took part in the survey. An A symbol means that your company fell in the top 25% of companies' performance, while a D symbol means your company fell within the bottom 25% of companies' performance.

Overall scores and ranking against other Discovery Healthy Company Index employers

Healthy Company indicators		Risk indicator	2011 Risk indicator	Overall grade
Overall	Vitality Age	●	●	C
Lifestyle indicators	Physical activity	●	●	C
	Nutrition	●	●	B
	Smoking status	●	●	A
	Alcohol consumption	●	●	B
Clinical indicators	Body mass index	●	●	C
	Health checks	●	●	C
	Chronic diseases	●	●	D
Workplace facilities	Facilities and onsite programmes	N/A *		A
	Health programmes	N/A *		B
	Communication and driving engagement	N/A *		A
	Corporate culture and leadership support	N/A *		A
Other indicators	Stress	●	●	D
	Hospitalisation	●		C

* There is no risk indicator for these elements because the risk indicators are defined by employee responses and these elements were only part of the company questionnaire

Overall health indicators

Top 10 things you need to know about the health of your employees

1. **4%** of your employees have a Vitality Age lower than their actual age
2. **Health Screenings and Physical Activity** pose the greatest health risk to your employees
3. Your company was most above the survey average for Smoking and BMI.
4. Your company was most below the survey average for Health Screenings and Mental Wellbeing.
5. **90%** of your employees have four or more lifestyle and/or clinical risk factors
6. **17%** of your employees have not had any of their health screenings in the past 12 months
7. The most prevalent chronic conditions in your company are **Depression and High blood pressure**
8. **15%** of your employees have been hospitalised in the past 12 months
9. Areas in which at-risk employees are most willing to improve are **BMI and Exercise**
10. On average each of your employees visited the doctor **1.19 times** in the last year

Corporate wellness practices to improve your employees' health

The five most common practices of Healthy Company Index employers are:

1. Emergency training
2. First aid
3. General health-related communication
4. A health risk assessment tool
5. Flu shots

Apart from the initiatives you are already doing, you could consider introducing the following:

- Water coolers in accessible locations (eg. next to vending machines, in break rooms and lounges)
- Is the sale of tobacco products prohibited at your company (eg. at onsite stores or in vending machines)?
- Showers and change room facilities

Introduction

Employee wellness and productivity

The prevalence of non-communicable disease in South Africa is increasing rapidly. 42% of South Africans have high blood pressure. 34% have high cholesterol. 11% have raised glucose levels. 65% are overweight and 31% are obese¹. As a result, non-communicable diseases are accountable for 29% of all deaths in South Africa – deaths that are largely preventable through improving lifestyle behaviour like healthy eating, regular exercise, achieving a healthy weight, not smoking and drinking alcohol in moderation.

This puts into perspective why employee wellbeing programmes are becoming critical to business success. It's more than just a fashion or a fad. It's socially responsible, and can have profound effects on the bottom lines of companies. In a report released by the World Economic Forum and the Harvard School of Public Health in September 2011, the global cost of non-communicable diseases is projected to reach more than US\$30 trillion over the next 20 years – this represents 48% of the global GDP².

While there isn't a significant amount of data in South Africa about the return on investment of employee wellbeing programmes, the 2012 Healthy Company Index results indicate that the absenteeism cost of your employees whose Vitality Age is greater than their actual age, is approximately 96% more than employees with a lower Vitality Age.

Internationally, a recent World Health Organization Report³ cites research into the economic benefits of workplace health programmes observed over an average of 3.6 years. The research showed an average:

- 27% reduction in sick leave absenteeism
- 26% reduction in sick leave costs
- 32% reduction in workers' compensation and disability claims

The Healthy Company Index

The Discovery Healthy Company Index was developed as a joint initiative between Discovery Vitality and the University of the Witwatersrand in 2011. The survey aims to assess the health status of South African employees and identify their most common health risks. Companies who use these findings proactively will be able to support their employees to become healthier and more productive, and attract and retain talented employees.

Companies who took part in the 2011 survey had the following to say about how they benefited from taking part in the survey:

"We're a company that genuinely cares greatly for the wellness and satisfaction of our employees. The survey was a great way for us to benchmark our employees' physical wellness against the industry. We received key data that we can use to implement new programmes to supplement our already extensive set of wellness activities."

BSG (Africa) – Healthiest Company: 1st; Best shape: 1st; Most smoke-free company: 1st

"We are using the results from the 2011 campaign to assist in ongoing decision-making processes with regard to health and wellness within our company and will strive to maintain such results on an annual basis."

Magna Carta – Healthiest Company: 8th; Highest motivation to improve health: 5th; Healthiest eating habits: 5th

¹World Health Organisation. (2011). Noncommunicable Diseases Country Profiles 2011

²Bloom, D.E., Cafiero, E.T., Jane-Llopis, E., Abrahams-Gessel, S., Bloom, L.R., Fathima, S., Feigl, A.B., Gaziano, T., Mowafi, M., Pandya, A., Prettner, K., Rosenberg, L., Seligman, B., Stein, A., & Weinstein, C. (2011). The Global Economic Burden of Non-communicable diseases. Geneva: World Economic Forum

³World Health Organization/World Economic Forum. Preventing Non-communicable Diseases in the Workplace through Diet and Physical Exercise, (2008). World Health Organization, Geneva, Switzerland.

“The results we achieved in the Healthy Company Index form part of our value proposition and most employees see the wellness programme as one of the main benefits we offer. Candidates often actually mention our wellness programme during interviews. It’s a great way to attract and retain talent.”

Vital Foods – Healthiest Company: 2nd; Healthiest workplace: 2nd; Greatest health knowledge: 1st; Healthiest eating habits: 1st

How to read this report

The graphs in the report represent University of the Free State’s results in full colour (left bar) and the survey average results in a watermarked colour (right bar). The survey average is the average of all participating companies’ results, adjusted to match the demographics of your company’s eligible employees.

Key aspects

of the Discovery Healthy Company Index

Vitality Age

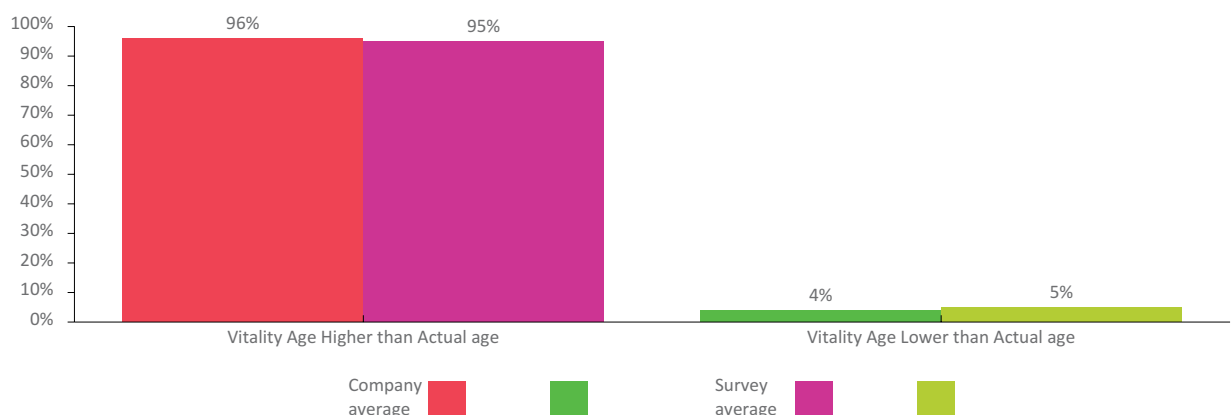
Developed in conjunction with the University of Cape Town, Vitality Age is a risk-related age. When compared to actual age, this helps give an idea of how certain health risk factors and lifestyle behaviours impact on health. If a person's Vitality Age is lower than their actual age, this shows that their lifestyle is keeping them healthy. If a person's Vitality Age is higher than their actual age, this shows that their lifestyle may be putting their health at risk.

In light of new research, the Vitality Age algorithm used for the 2012 Discovery Healthy Index is slightly different to the algorithm used in 2011 in that it has been enhanced to include additional risk factors, particularly related to nutrition, smoking and stress. The risk factors used in the calculation of Vitality Age are:

- Body mass index
- Smoking status
- Physical activity levels
- Eating habits
 - fruit and vegetable consumption
 - wholegrain consumption
 - lean meat consumption
 - low fat dairy consumption
 - added fats
 - salty food consumption
 - added salt
 - trans fat consumption
 - sugary drinks
- Blood pressure
- Cholesterol
- Glucose levels
- Stress
- Alcohol consumption

As a result of the change in algorithm, we have not included a comparison to your 2011 Vitality Age results. We have however included comparisons to your 2011 results for each individual factor throughout the report.

96% of your employees have an elevated health risk as their Vitality Age is higher than their actual age.



Risk factor definitions

High body mass index (BMI), lack of physical activity, smoking, poor nutrition, high alcohol consumption and high levels of stress are all known to increase a person's risk of developing chronic diseases of lifestyle. The Oxford Health Alliance 3–FOUR–50 model states that the three key risk factors of poor diet, physical inactivity and tobacco use, lead to the four chronic diseases – chronic heart disease, diabetes, chronic lung disease and some cancers – which cause 50% of the world's deaths globally. More recent research shows that this has increased to 60%, and is climbing steadily⁴.

Below is a description of the risk factors referred to in this report and what is considered to be the healthy range (and thus classified as low risk) for each:

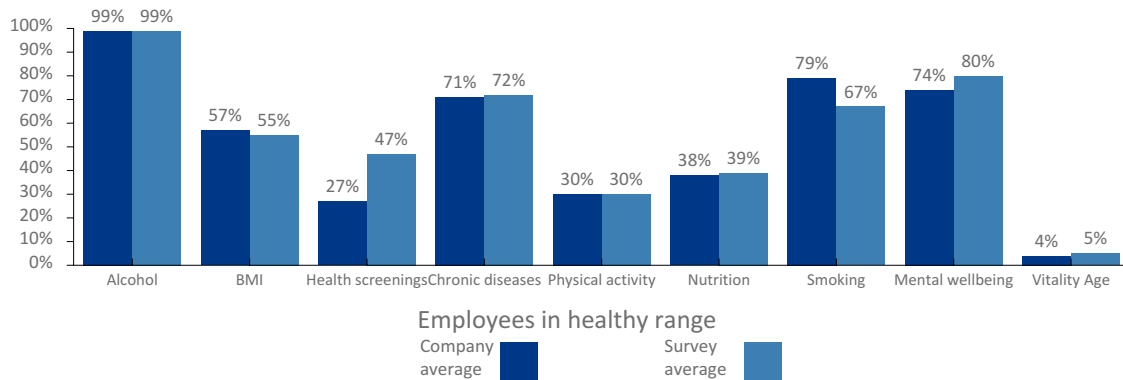
Health indicator	Description	Healthy range
Body mass index (BMI)	BMI is a measure of a person's weight in relation to their height	Between 18.5 and 25; or less than 30, with waist circumference in the healthy range
Exercise	Cardiovascular exercise should be performed at a moderate intensity, ie. the person will breathe heavily, but should be able to talk	At least 150 minutes of moderate intensity exercise per week
Smoking	A smokers' risk of having a heart attack is double that of non-smokers	Non-smoker
Nutrition	- Fruit	2 – 3 servings per day
	- Vegetables	At least 5 servings per day
	- Wholegrains	At least 3 servings per day
	- Lean meat	Choose lean meat
	- Low fat dairy	Choose low fat or fat free dairy
	- Added salt	Less than half a teaspoon per day
	- Salty foods	Avoid salty foods
	- Fatty foods	Less than or equal to one serving per day
	- Sugary drinks	Less than or equal to one cup per day
Alcohol	Excessive alcohol intake can considerably increase an individual's risk for developing chronic disease. One drink is equal to a 340ml beer can or 120ml of red or white wine.	No more than two drinks per day for men, or one for women
Mental wellbeing	Poor scores on mental wellbeing can impact negatively on both mental and physical health. Stress management techniques and, where indicated, professional counselling can help address this risk factor.	High levels of mental wellbeing
Screening	Regular screening for chronic diseases ensures that any disease that does develop is picked up early. Here we are looking at whether the individual has had his or her checks done in the past year, regardless of the results.	All three health screenings (blood pressure, cholesterol and glucose) completed in the past year, regardless of the results of the checks

⁴Bloom, D.E., Cafiero, E.T., Jane-Llopis, E., Abrahams-Gessel, S., Bloom, L.R., Fathima, S., Feigl, A.B., Gaziano, T., Mowafi, M., Pandya, A., Prettner, K., Rosenberg, L., Seligman, B., Stein, A., & Weinstein, C. (2011). The Global Economic Burden of Non-communicable diseases. Geneva: World Economic Forum

Your health risks

The graph below will give you an overall indication of the health risks facing your employees by illustrating the percentage of employees whose health indicators are in the healthy range (low risk). The graph also compares your employees' healthy range results to those of the rest of the survey.

Employees in the healthy range compared to other companies



Note that health screenings refers to the number of employees who have had all the recommended health screenings done in the last year, regardless of the result of the screenings. This includes blood pressure, cholesterol and glucose screening.

Employees in the healthy range: 2011 vs 2012

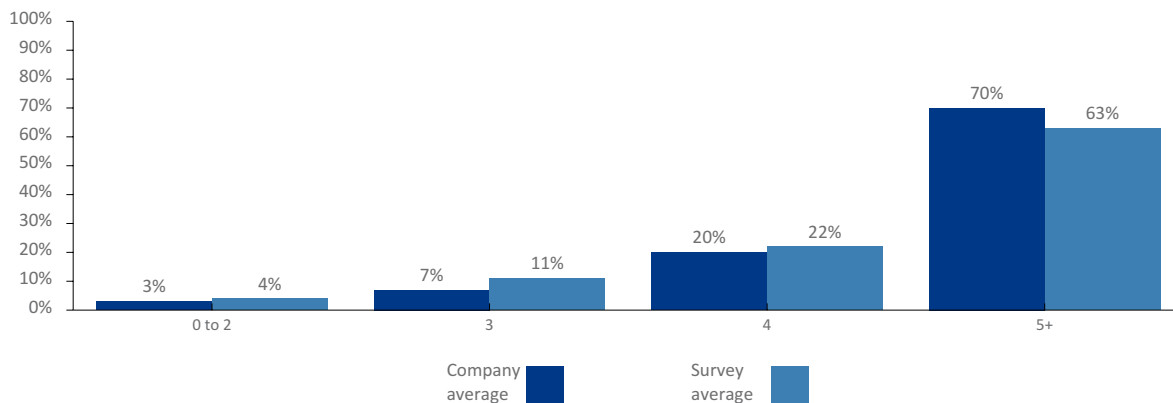
	2011	2012
Alcohol	98%	99%
BMI	41%	57%
Health Screening	20%	27%
Chronic Disease	61%	71%
Exercise	15%	30%
Nutrition	17%	38%
Smoking	79%	79%
Mental Wellbeing	34%	74%

When a person is not in the healthy range, this becomes a **risk factor**. The more risk factors a person has, the higher their overall risk. The Wellness Councils of America and the Centre for Health Care Economics found that 30% of a person's total chronic disease healthcare costs are from non-modifiable risk factors such as genetics and age, and that 70% are from modifiable lifestyle-related risk factors⁵. This shows the significant difference that living a healthy lifestyle can make.

⁵ Wellness Councils of America and the Centre for Health Care Economics

The graph below shows how many risk factors your employees have compared to the survey average.

Number of risk factors per employee

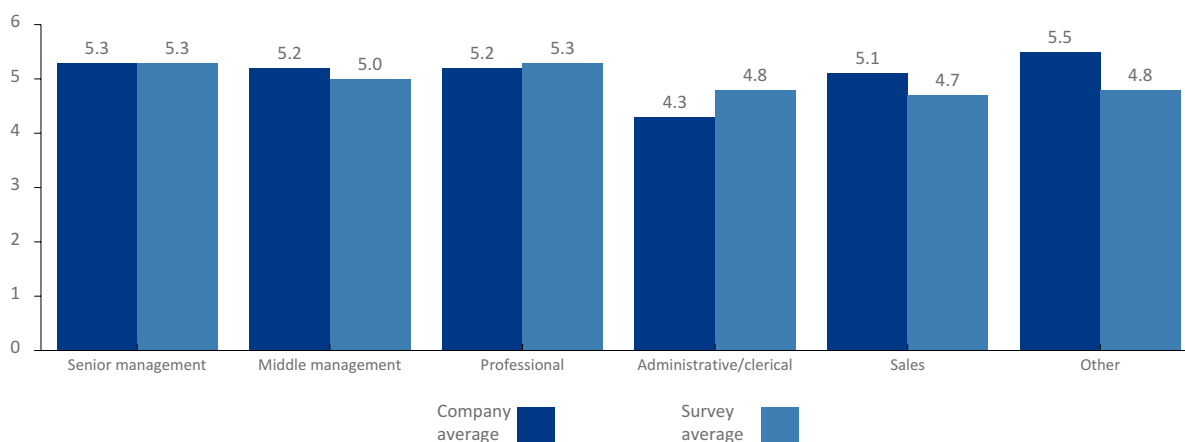


Number of risk factors per employee: 2011 vs 2012

	2011	2012
0 to 2	8%	3%
3	18%	7%
4	27%	20%
5+	47%	70%

In terms of programme development it is also helpful to have an understanding of who is most at risk in your company. By knowing the health risks facing your employees by job description, you will be able to focus your wellness programme efforts accordingly.

Average number of risk factors per job category*



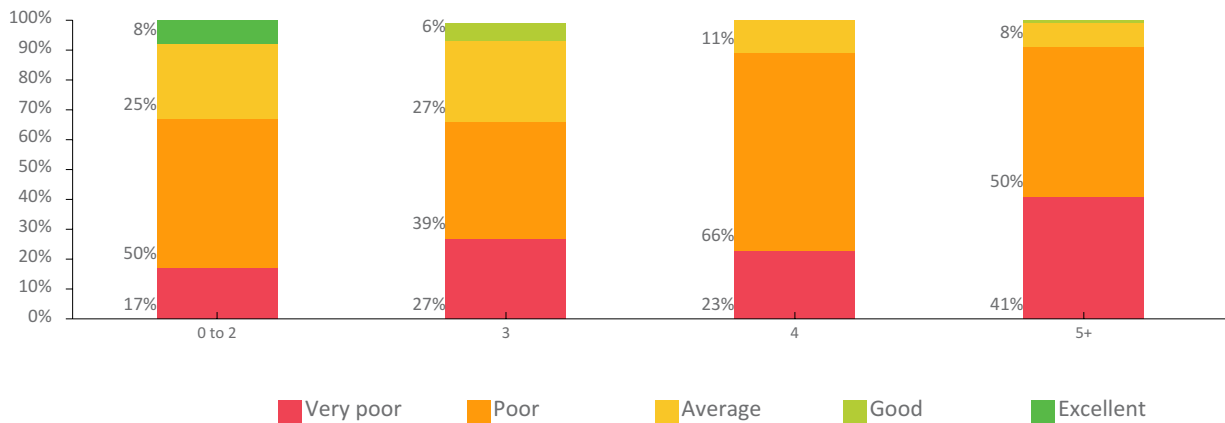
* Note that for confidentiality reasons, only job categories with responses from five or more employees will be shown.

Health perception and motivation to change

People are less likely to make changes to their health if they don't perceive it to be a problem. It is therefore important for employees to have a realistic perception of their health.

The graph below shows how many risk factors your employees have in conjunction with how they would describe their health. This shows that sometimes even employees with multiple risk factors perceive their health to be good. Knowing this kind of information can help you assess how to position future wellness initiatives.

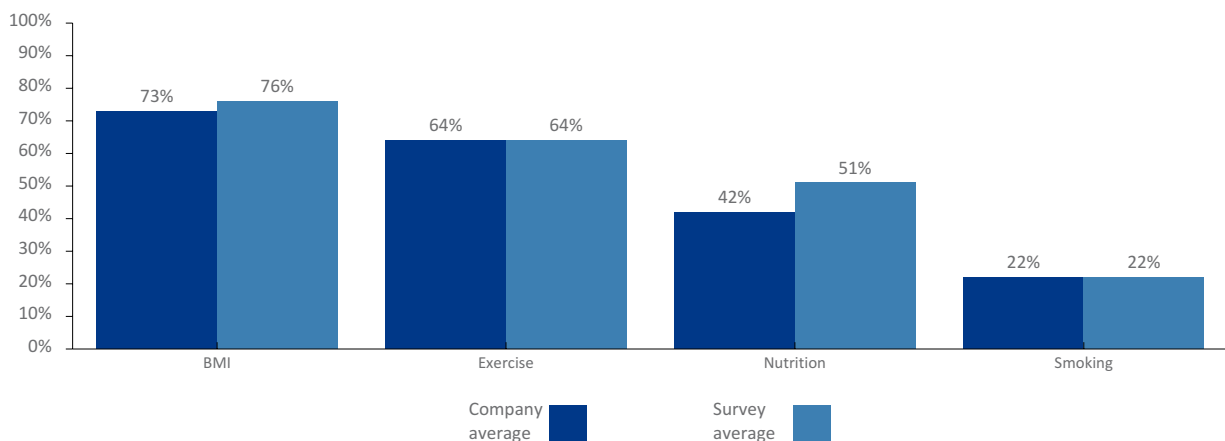
Number of risk factors per employee relative to personal health perception



Employees whose risk factors are not in the healthy range are often motivated to improve their results. These results will help you to identify the areas in which interventions would be most likely to succeed.

The areas in which your employees are most motivated to change are BMI and Exercise.

Motivation to change



Motivation to change: 2011 vs 2012

	2011	2012
BMI	76%	73%
Exercise	57%	64%
Nutrition	40%	42%
Smoking	52%	22%

Even in areas where your employees are less willing to change, creating an environment conducive to change and a culture of health within your company may help motivate employees to change. It may also indicate areas where education campaigns can aim at highlighting the health risks associated with poor lifestyle practices.

Lifestyle health indicators

Smoking, excessive alcohol consumption, unhealthy nutrition and physical inactivity are key modifiable risk factors. Empowering employees to make healthy choices will not only help prevent chronic disease, but will also have a beneficial impact on productivity and work performance.

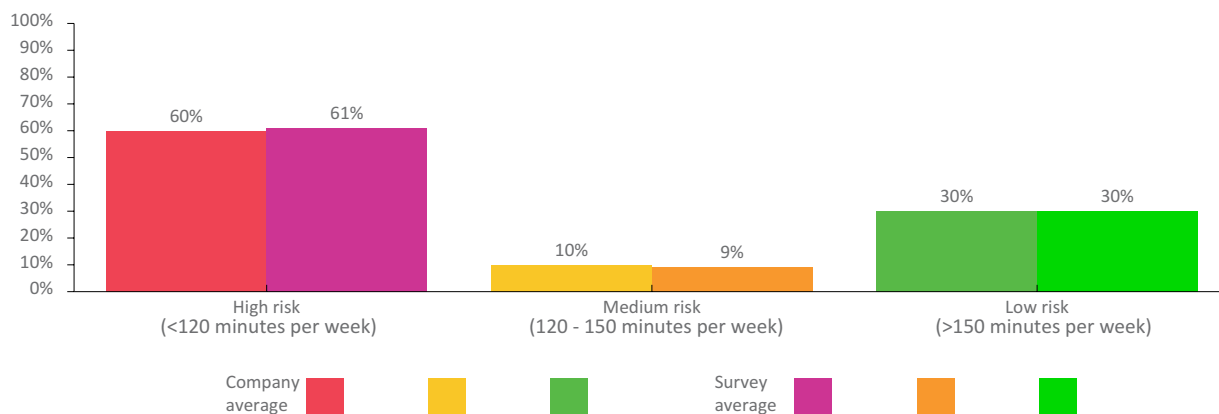
Your employees' behaviour relating to these lifestyle health indicators highlights where they are most at risk.

Physical activity

Physical activity guidelines recommend that in order to reap the cardiovascular health benefits of exercise, people should do at least 150 minutes of moderate intensity physical activity per week – that's just 30 minutes, 5 days a week.

70% of your employees are not getting enough exercise.

Physical activity levels



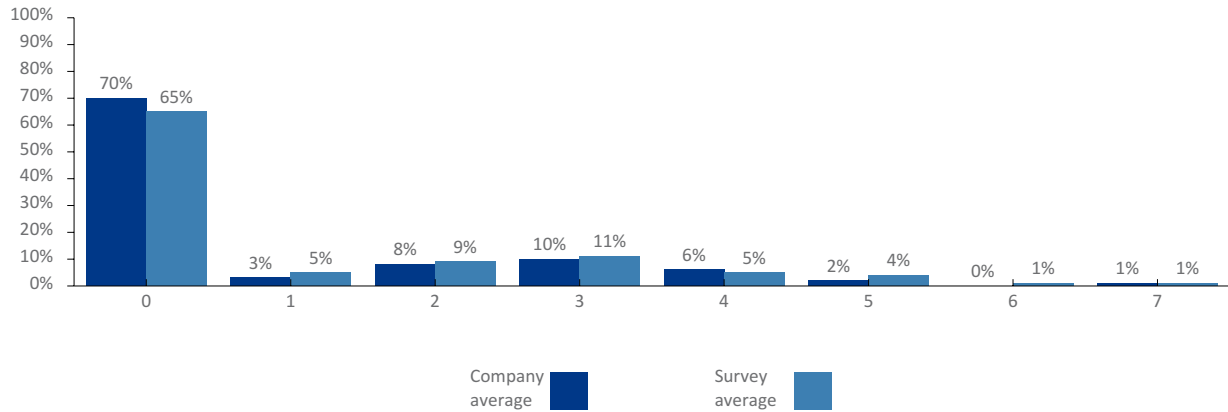
Physical activity levels: 2011 vs 2012

	2011	2012
<120 Minutes	74%	60%
120-150 Minutes	11%	10%
> 150 Minutes	15%	30%

For programme development, you may want to know how many of your employees are exercising in a gym and how many take part in sports. This could facilitate the development of an on-site gym or of company sports clubs. If numbers are low, you may want to investigate other physical activity interventions.

30% of your employees attend a gym and only 19% do so on three or more days of the week.

Gym-based physical activity sessions per week



Gym-based physical activity sessions per week: 2011 vs 2012

	2011	2012
0	71%	70%
1	3%	3%
2	8%	8%
3	11%	10%
4	4%	6%
5	3%	2%
6	0%	0%
7	0%	1%

The most common sports your employees take part in are:

1. Walking
2. Pilates or yoga
3. Cycling
4. Running
5. Swimming

Most companies indicated that their employees spend a significant percentage of their time at work sitting. Sedentary time, ie. time spent sitting at desks or in meetings, or watching TV also increases a person's risk for disease. Give some thought to how to encourage employees to be as active as possible during their time at work. This may include encouraging employees to:

- take the stairs instead of the lift
- walk during lunch
- park their car at the far end of the parking lot
- walk or cycle part or all of their way to work
- walk to colleagues' desks instead of phoning them.

You can also draw from some of the interventions being used by other companies.

Physical activity interventions to consider

Physical activity interventions	Offered by your company	Employee uptake if offered	% of companies undertaking this initiative
Stairwells that are well-lit, accessible and clearly marked	Y	57%	86%
Company-sponsored fitness events	Y	13%	54%
Showers and change room facilities	N	-	47%
Physical activity programmes, such as walking groups, running/sports clubs, pedometer programmes, recreational activity leagues	Y	12%	40%
Signs posted by elevators and/or stairwells to encourage use of stairs	N	N/A	19%
Outdoor exercise areas such as fields, running tracks, walking trails	Y	14%	18%
Strength training equipment	N	-	16%
Cardiovascular training equipment	N	-	15%

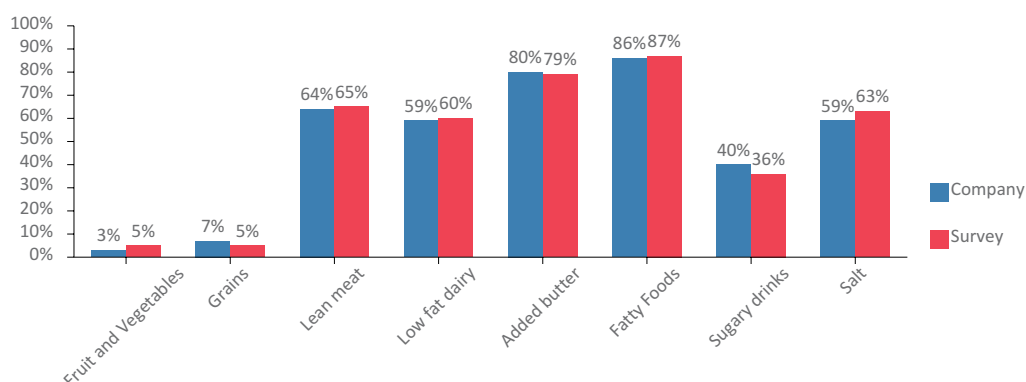
Nutrition

A good way to assess how healthy a person's diet is, is to assess their intake of the food elements proven to influence the risk of developing chronic disease. These elements include:

- fruit and vegetables
- wholegrains
- lean meats
- low fat dairy
- fat
- salt
- sugar

Your employees' results show that their healthiest eating habits are **not eating too many fatty foods and not adding too much butter** and that their unhealthiest eating habits are **not eating enough fruits and vegetables and not eating enough grains.**

Employees in the healthy range for key nutritional elements



One of the barriers preventing people from eating healthily is that healthy food is often more expensive than unhealthy food. Subsidising healthier food items available in the workplace (often accompanied by increasing the cost of unhealthy foods) can be an effective way of helping to break down this barrier.

The following nutrition interventions are used by companies who took part in the index.

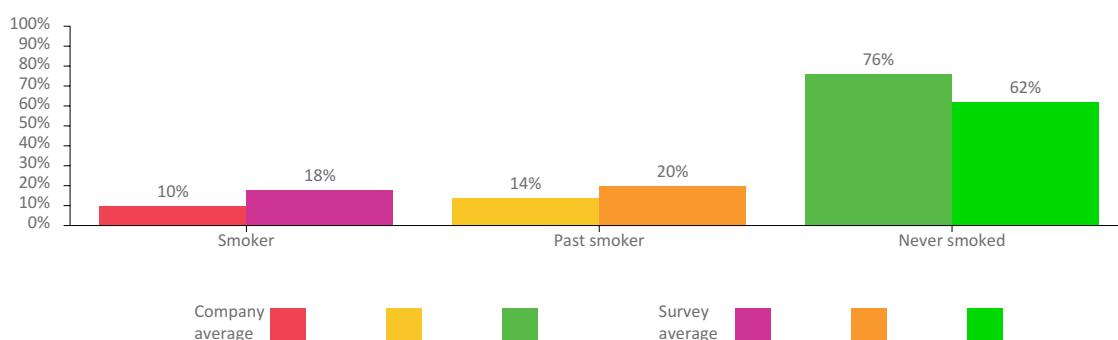
Nutrition interventions to consider

Nutritional intervention	Offered by your company	Employee uptake if offered	% of companies undertaking this initiative
Water coolers in accessible locations (eg. next to vending machines, in break rooms and lounges)	N	-	85%
Are healthy foods/snacks offered at company meetings or gatherings?	Y	27%	69%
Fresh fruit and vegetables	Y	16%	55%
Fresh salads with low fat dressings	Y	17%	49%
Low fat or fat free milk	Y	18%	49%
Healthy food options in the cafeteria	Y	34%	43%
Does your company offer nutrition education and counselling (on general nutrition or weight management, onsite or offsite)?	Y	7%	39%
Low fat meal options	Y	8%	35%
Low fat or fat free yoghurt	Y	9%	31%
Low salt foods	Y	4%	29%
Does your company partially or fully subsidise weight management programmes?	N	-	13%
Healthy food options in vending machines	N	-	9%
Does your company provide point-of-purchase nutritional information (such as a list of ingredients or nutritional content)?	N	-	7%

Smoking

According to the Centres for Disease Control, more deaths are caused each year by tobacco use than by all deaths from human immunodeficiency virus (HIV), illegal drug use, alcohol use, motor vehicle injuries, suicides, and murders combined.⁶ In addition, for every person who dies from a smoking-related disease, 20 more people suffer with at least one serious illness from smoking.⁷

Smoking status of your employees



⁶ Centers for Disease Control and Prevention. (2008) *Annual Smoking-Attributable Mortality, Years of Potential Life Lost, and Productivity Losses—United States, 2000–2004*. *Morbidity and Mortality Weekly Report*.

⁷Centers for Disease Control and Prevention. (2003) *Cigarette Smoking-Attributable Morbidity—United States, 2000*. *Morbidity and Mortality Weekly Report*.

Smoking status: 2011 vs 2012

	2011	2012
Smoker	11%	10%
Past Smoker	10%	14%
Never Smoked	79%	76%

To help decrease the number of smokers in your company, you may want to implement some of the interventions employed by other companies who took part in the index:

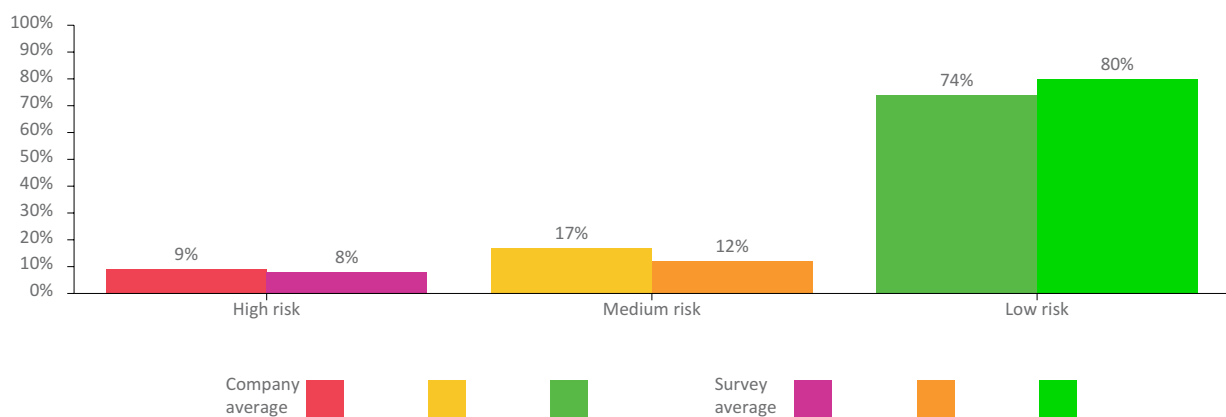
Smoking interventions to consider

Smoking interventions	Offered by your company	Employee uptake if offered	% of companies undertaking this initiative
Does your company have a written policy prohibiting tobacco use in work areas or on company grounds?	Y	N/A	81%
Is the sale of tobacco products prohibited at your company (eg. at onsite stores or in vending machines)?	N	N/A	62%

Mental wellbeing

Poor scores on mental wellbeing can impact negatively on both mental and physical health. Stress management techniques and, where necessary, professional counselling can help address this risk factor.

Mental wellbeing among your employees



Clinical health indicators

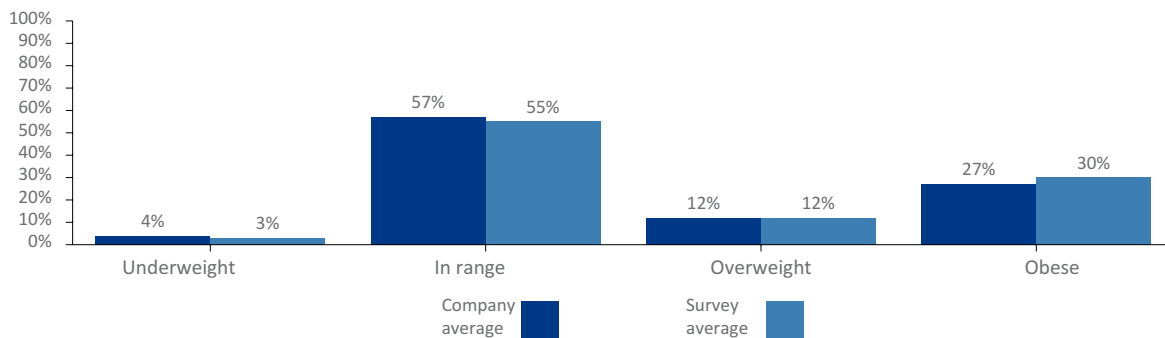
Clinical risk often contributes directly to the development of specific chronic diseases of lifestyle. Employees should monitor their clinical risk factors by undergoing regular screening tests to assist in the early detection and treatment of chronic diseases. In this section, we will give you an overview of your company’s results with regard to:

- Body mass index
- Participation in screening
- Screening results
- Prevalence of chronic diseases of lifestyle

Body mass index

BMI is a measure of a person’s weight in relation to their height. A healthy BMI is considered to be in the range of 18.5 and 25. A BMI over 25 puts a person at an increased risk for heart disease, high blood pressure, diabetes and even certain cancers. At the same time, even minor weight loss can decrease these risks⁸. Employees with a BMI of 30 or more or of 18.5 or less are considered to be high risk.

Body mass index results



Physical activity levels: 2011 vs 2012

	2011	2012
<18.5 Underweight	3%	4%
18.5-24.9 In Range	41%	39%
25-29.9 Narrow Waist	33%	18%
25-29.9 Overweight	0%	
30+ Obese	22%	28%

Participation in screening

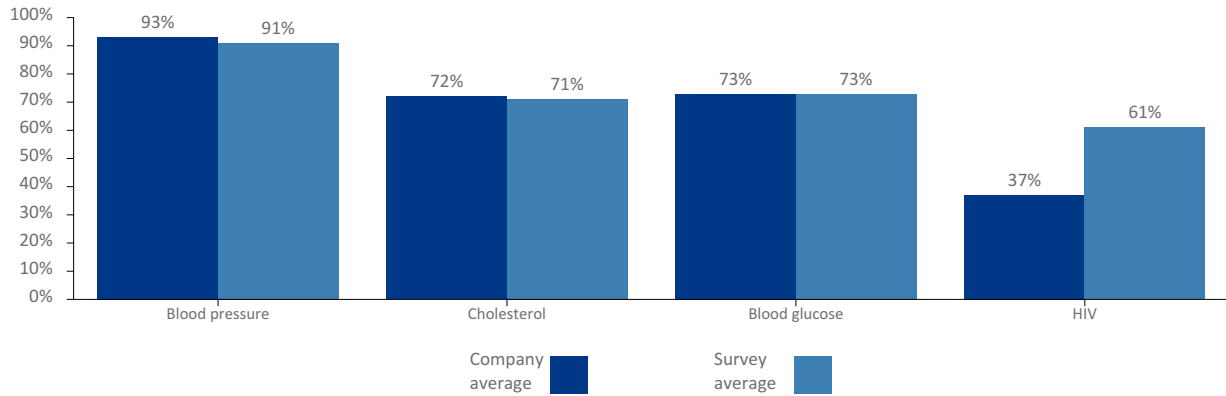
The earlier chronic disease is detected, the easier it is to treat and prevent complications. The US Preventative Task Force recommends regular screening for some of the most prevalent chronic diseases of lifestyle. It’s valuable to have an idea of how many of your employees have been tested in the last 12 months, regardless of the result of the test, as it shows that they know their current health status. People who have regular health screenings are better equipped to manage their health.

University of the Free State’s results indicate that in the past 12 months:

- **93%** of your employees have had their blood pressure checked
- **72%** of your employees have had their cholesterol checked
- **73%** have had their glucose checked
- **37%** have had an HIV test.

⁸The Clinical Guidelines on the Identification, Evaluation, and Treatment of Overweight and Obesity in Adults: The Evidence Report. Rockland, MD: US Department of Health and Human Services; 1998. NIH Publication No. 98-4083

Employees who have had health screenings in the past 12 months



Employees who had screening in the past 12 months: 2011 vs 2012

	2011	2012
Blood Pressure	90%	93%
Cholesterol	64%	72%
Blood Glucose	65%	73%
HIV	31%	37%

Screening results

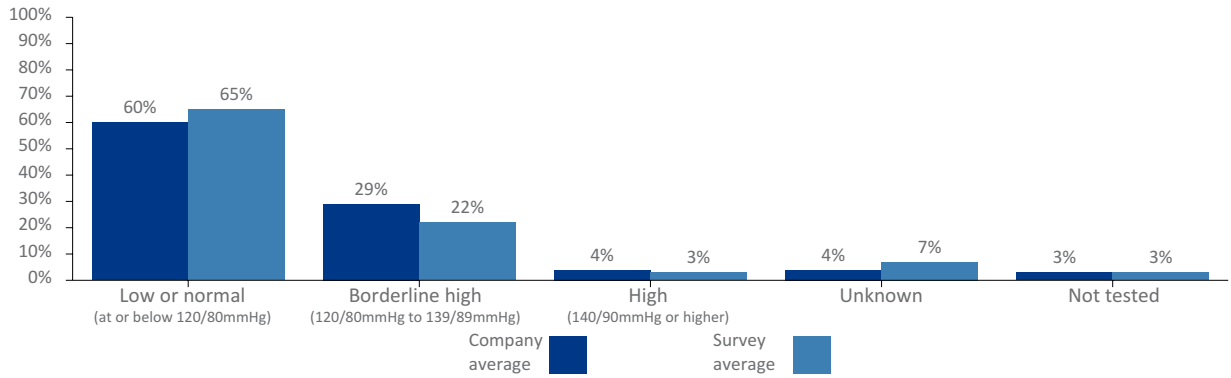
It is also important to have an idea of the results of those who had their health checked.

Of your employees whose tests results were known:

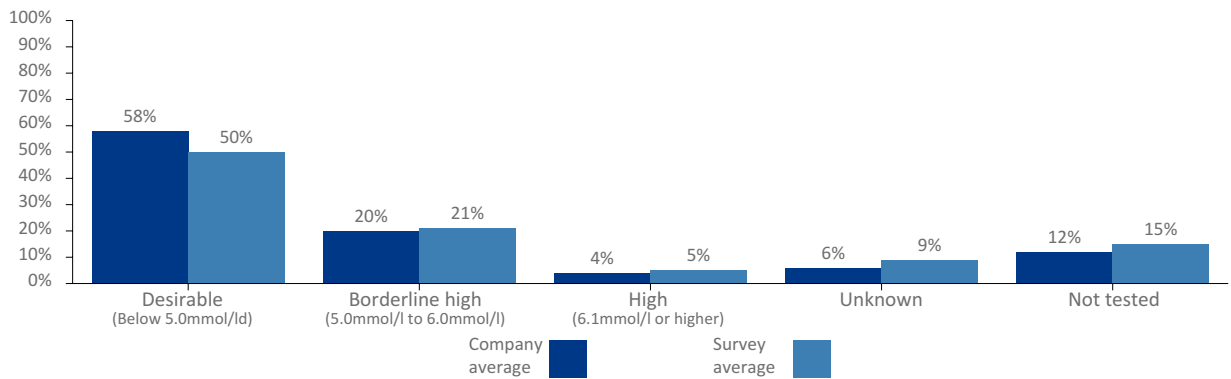
- **36%** reported having high or borderline high blood pressure
- **29%** reported having high or borderline high cholesterol
- **4%** reported having high or borderline high glucose levels, which indicates diabetes risk

You may want to concentrate the educational elements of your wellness programme on **36%** as this is the biggest clinical risk factor facing your employees.

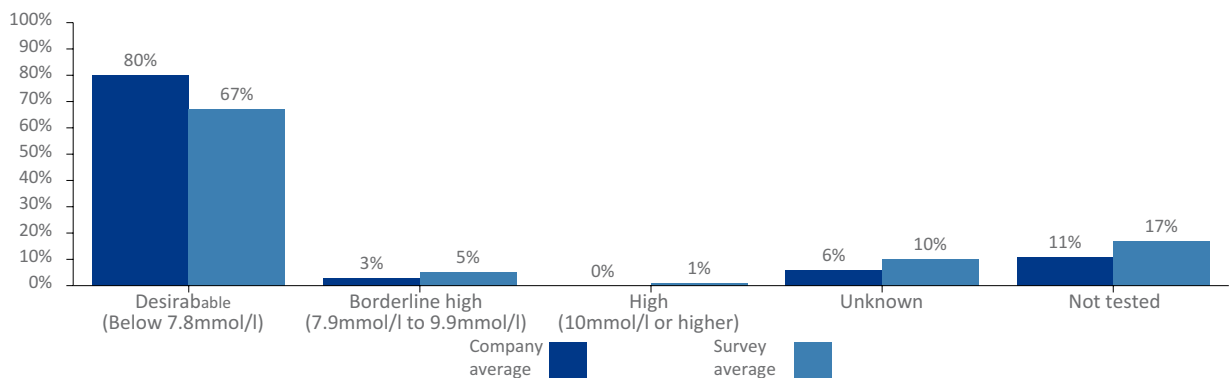
Blood pressure results



Cholesterol results



Glucose results



Prevalence of chronic diseases of lifestyle

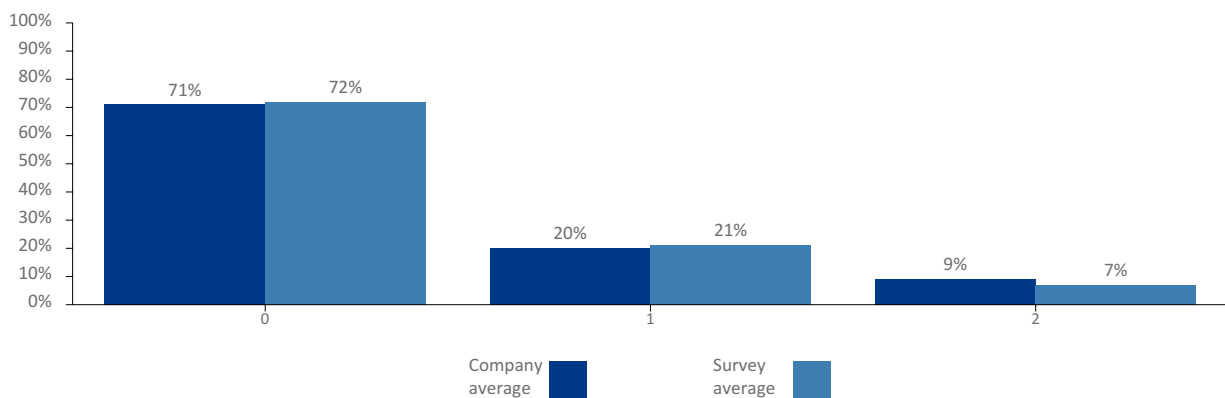
While chronic diseases can be partially caused by genetic factors, they can largely be controlled and prevented through healthy lifestyle habits. Employees reported whether they had one or more chronic diseases associated with poor lifestyle, including high blood pressure, high cholesterol, diabetes, heart disease, cancer, chronic lung disease and depression.

Currently, **29% of your employees reported having one or more chronic conditions.**

The three most prevalent chronic conditions among your employees are:

1. Depression
2. High blood pressure
3. High cholesterol

Number of chronic diseases per employee



Occupational stress

Occupational stress is increasingly being recognised as an important workplace concern in relation to employee health and productivity. While some stress is inevitable, when employees feel burnt out or exhausted as a result of their work, there is a reason for concern.

Excessive work load (too much to do in the amount of time available), Lack of opportunities for career development and Lack of recognition for good work are the biggest sources of occupational stress for your employees.

Sources of occupational stress

Source	Company average *	Survey average *
Excessive work load (too much to do in the amount of time available)	34%	30%
Lack of opportunities for career development	22%	22%
Lack of recognition for good work	22%	22%
Conflicting demands made by different people/groups	22%	21%
Lack of management support	20%	20%
Lack of control over decision-making	15%	15%
Work/family conflict	15%	15%
Conflict with co-workers	14%	9%
Conflict with superiors	13%	12%
Job insecurity	12%	19%
Boring, repetitive work	10%	14%
Lack of resources to do my job properly	10%	16%
Physical work environment (eg. temperature, noise, ventilation)	9%	15%
Racism	8%	6%

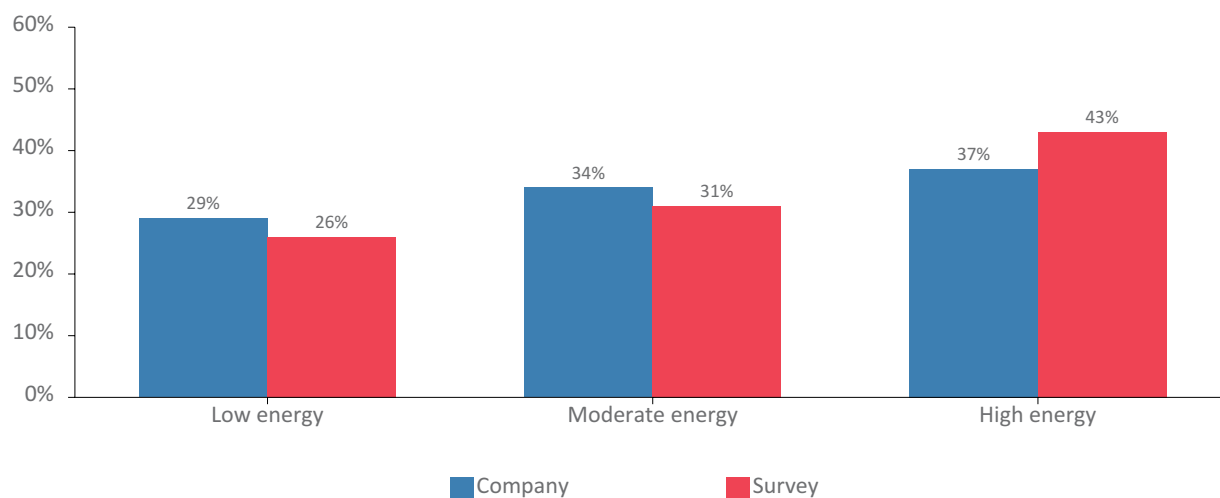
*Percentage employees who indicated that the source is stressful or very stressful for them

45% of companies offer programmes for managing stress and emotional health, 23% of employees within these companies have used this service.

Employee engagement

Employee engagement refers to the amount of energy, dedication and focus people bring to their work. It is currently regarded as one of the key 'people' factors that differentiates higher and lower levels of organisational performance on a range of indicators. It is the opposite of burnout. Work related energy is the key engagement indicator used in this survey as it is likely to have the clearest relationship with employee health.

Work-related energy as an indicator of employee engagement



Analysis of health outcomes

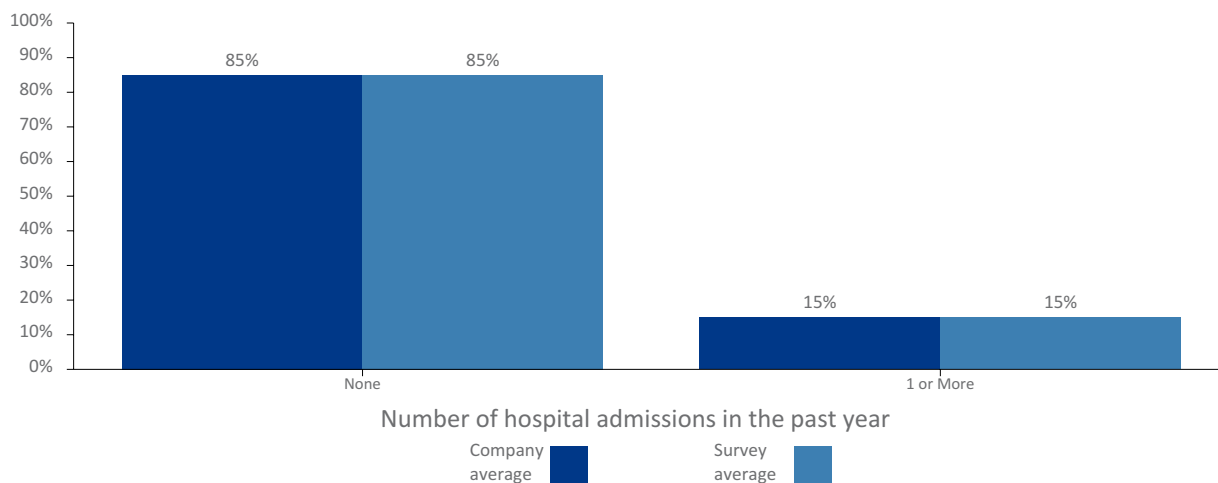
There is a direct relationship between a person's health status and his or her risk for hospitalisation. This relationship should be assessed in relation to the cost of sick leave and presenteeism. Presenteeism – when an employee is at work, but not productive or engaged in their work – also negatively affects productivity before or after hospitalisation.

15% of your employees reported being hospitalised in the last 12 months – to a total of 140.5 days. This equates to salary-related costs of approximately R 87 099.

In addition, University of the Free State lost approximately R 2201306 from reduced at-work productivity in the last year as a result of health problems.

Note that hospitalisation statistics exclude hospitalisation for maternity. Cost of absenteeism data is based on salary ranges as indicated by employees. Where no data was provided, the company average was used.

Annual hospitalisation of employees



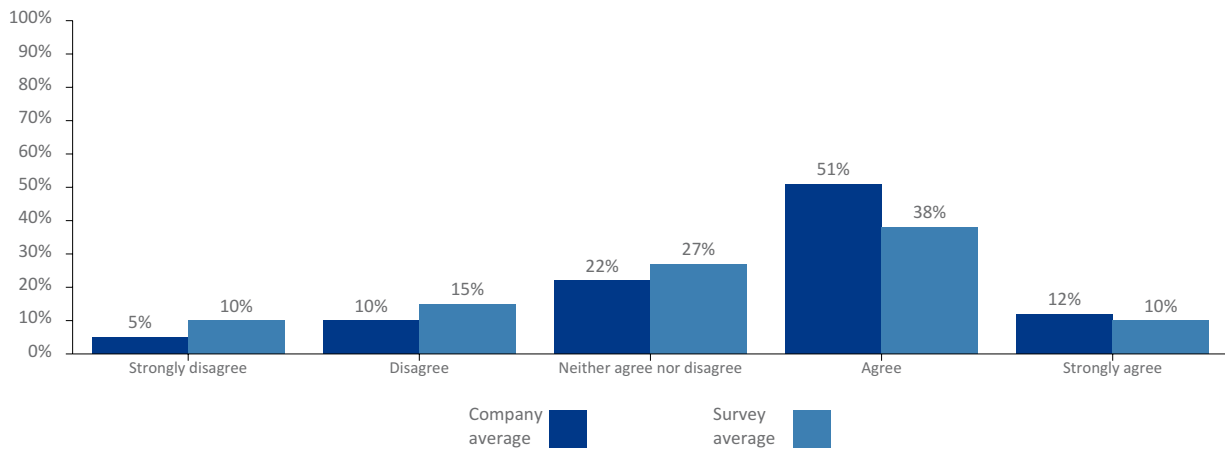
Corporate culture

Creating an environment that encourages your employees to live a healthy lifestyle can help make it easier for them to make healthier choices. Findings from the 2011 Healthy Company Index indicate that even just the existence of wellness programmes in companies improves employees' perceptions of their employer. This means that even if employees don't interact with programme elements, the fact that they are on offer leads employees to perceive the company as caring for their health – and in turn improves employee wellbeing.

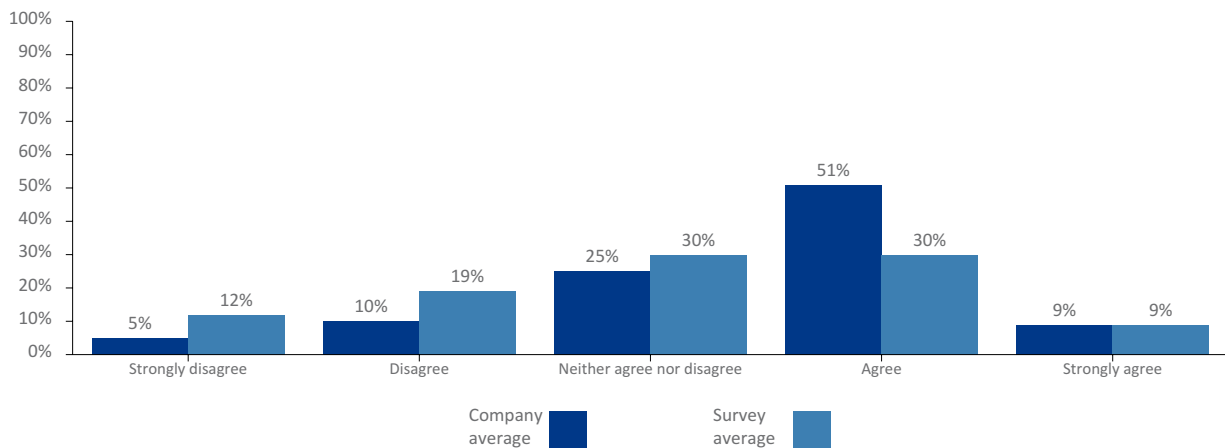
63% of University of the Free State employees believe that you care about their health.

60% of employees believe that their work environment enables them to maintain good health.

My company cares about my health



My work environment enables me to maintain good health through policies and programmes that support my wellbeing



Corporate culture results: 2011 vs 2012

Employees who agree or strongly agree

	2011	2012
Employees who believe that the company cares about their health	68%	63%

Apart from developing a structured employee wellness programme, there are many other elements of the working environment that can affect the health and wellbeing of your employees.

The following working environment elements ranked **most regularly used among employees**:

1. Stairwells that are well-lit, accessible and clearly marked
2. Healthy food options in the cafeteria
3. Courtyard or green area onsite
4. Are healthy foods/snacks offered at company meetings or gatherings?
5. Low fat or fat free milk

The following working environment elements were most strongly linked with a **reduction in the average Vitality Age** among Healthy Company Index employees:

1. Offering flexi-time, ability to work from home
2. Providing managers with performance objectives and/or goals related to worksite health improvement
3. Providing managers with training on the importance of employee health promotion
4. Providing employee referrals to community resources (eg. hotlines, screening clinics)
5. Developing and publicising a programme name, theme or logo for health improvement

Facilities

One of the objectives of this survey was to identify practices that employers are currently engaged in to promote the health of their employees and to identify the relationship between these and the health indicators measured in the survey. A comparison of the practices you are undertaking to those reported by all employers who participated in the index is shown below.

Facilities, services and programmes at University of the Free State vs other companies in the Healthy Company Index.

Facilities	Offered by your company	Employee uptake if offered	% of companies undertaking this initiative
Onsite health screenings (through clinic, mobile unit or wellness days)	Y	N/A	76%
Courtyard or green area onsite	Y	33%	60%
Meeting room space for health-related group meetings eg. Weight Watchers, fitness classes	Y	N/A	54%
Onsite health education events, classes, workshops, health fairs	Y	0%	40%
Relaxation/quiet room area	N	-	36%
Onsite health clinic / Medical services	Y	N/A	31%
Child care centre	Y	2%	8%

Wellness initiatives

51% - the percentage of companies that have a branded wellness programme that integrates all wellness initiatives.

Challenges to implementing a wellness programme

Although there are a number of challenges to implementing a wellness programme in any company, the following came up as the most common among companies who took part in the survey:

1. Stress and stress-related illness
2. Lack of exercise or inactivity
3. Weight issues and obesity
4. Poor nutritional habits
5. High blood pressure

The following table shows which elements your company has as part of your wellness programme in comparison to those offered by other companies. This kind of information serves well for communicating company benefits to potential employees, as well as to provide ideas for programme enhancement.

Elements of wellness programmes offered by Healthy Company Index companies

Wellness programme element	Offered by your company	Employee uptake if offered	% of companies undertaking this initiative
Does your company offer safety and emergency medical response training to employees?	Y	N/A	89%
General health-related communication or education (web-based or print materials)	Y	17%	68%
A Health Risk Assessment tool that identifies employees' health risks and points them toward the appropriate resources to take action to improve	Y	N/A	67%
Flu shots	Y	6%	62%
Disease and condition management programmes available to members with a diagnosed condition (eg. health coaching, health educator, nurse manager, support groups)	Y	N/A	58%
Health coaching available to support lifestyle changes - smoking, weight management, nutrition, physical activity (not just for diagnosed conditions)	Y	N/A	57%
Employee Assistance Program (EAP) either onsite or off-site (eg. by telephone)	Y	N/A	55%
One centralised location where employees can find information about their health and wellness benefits and find relevant resources (web portal and/or physical space at facility)	Y	N/A	49%
Training to avoid workplace injuries, avoiding repetitive strain injuries, proper lifting/back care, workplace safety, etc.	Y	7%	35%
Is there any incentive provided to employees to encourage completion of Health Risk Assessment?	N	-	25%

Leadership

Research has shown that leadership support is an important indicator of programme success. An article in the Harvard Business Review has cited multilevel leadership as one of six pillars in the success of wellness programmes. Other pillars include alignment to company aspirations; a broad scope, personalised to individuals; accessibility; partnerships with internal and external parties; and sensitive, creative communication using a variety of channels⁹. It's also important for this leadership to be genuine as employees are unlikely to become involved in, or support, organizational health-related initiatives if they feel managers are only superficially interested in the programme and are not genuine in their attempts to enhance employee health.¹⁰

Knowing how your leadership team supports the success of your wellness programme – both directly and indirectly – is important. You may want to consider encouraging your leadership team to implement some of the initiatives they don't yet support.

Leadership support at University of the Free State vs other companies in the Healthy Company Index.

Leadership element	Company response	% of Managers who agree	Survey % of Managers who agree
Our company organises/sponsors social events eg team building, company picnic, holiday party, employee sports teams etc during the year to promote and improve stress management, worker morale, and a c	Yes	64%	48%
Our health benefits and insurance programmes support prevention and health promotion	Strongly Agree	51%	44%
Our work teams provide support for participation in health promotion programmes	Agree	40%	27%
Our company identifies employees to champion wellbeing programmes and create support for peer level health promotion activities	No	40%	25%
Our health promotion programmes are aligned with our business goals	Agree	39%	32%
Our organisational goals explicitly advocate the improvement of employee health	Agree	39%	34%
Our company provides management training on identifying and reducing workplace stress-related issues eg. performance review, communication, employee management, assertiveness, time management, conflict	Yes	36%	36%
Our leaders view the level of employee health and well-being as one important indicator of the business success	Agree	34%	28%
Our leadership is committed to health promotion as an important investment in human capital	Agree	32%	29%
Employees have the opportunity to input on company decisions or workplace issues affecting their job and health eg. improve work processes and environment, work schedules, participative problem-solving	Yes	31%	37%
Leadership shares information with employees about the effect of employee health on overall business success	Agree	30%	24%
Objectives for health improvement are set annually	Agree	27%	22%
Our organisation provides training to our leadership on the importance of employee health	Disagree	26%	18%
All levels of management are educated on the link between employee health and productivity and cost management	Strongly Agree	25%	21%
Our organisation offers incentives for employees to stay healthy, reduce their risk behaviours, and/or practice healthy lifestyles	Disagree	21%	20%

⁹Berry, L. L., Mirabito, A. M., Baun, W. B. (2010) What's the Hard Return on Employee Wellness Programs? *Harvard Business Review*.

¹⁰Noblet, A.J., & Rodwell, J.J. (2010). Workplace health promotion (WHP): what is it and how can organisations develop comprehensive WHP initiatives? In S. Leka & J. Houdmont (Eds.), *Occupational health psychology: knowledge and practice* (pp.157-193). London, England: Wiley-Blackwell.

Conclusion

The workplace is an ideal place to promote healthy living and the Healthy Company Index report highlights many of the health and lifestyle issues facing corporate South Africa.

This baseline data provides a platform for South African businesses to start tracking the health of their employees and their corporate wellness efforts as a whole. Importantly, it provides you with an excellent data set to benchmark and track your company's key health issues. While there are many concerns, we would certainly like to applaud the efforts that companies are making to improve the lives of their employees.

We look forward to seeing many other companies, both big and small, developing innovative solutions towards a healthier and more productive South Africa.

We hope you have found the results of your participation valuable and that you will use them to further invest in the health and wellness of your employees.

Annexure:

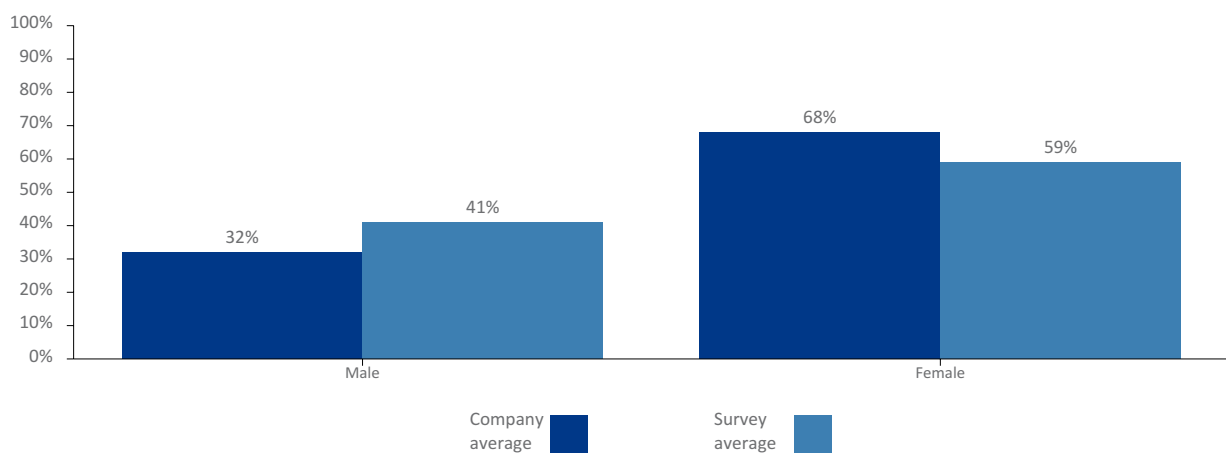
Description of University of the Free State respondents

Out of 2014 eligible employees ie. employees with email addresses, 450 respondents from University of the Free State took part in the survey.

To ensure the responses we give you in this survey are representative of all eligible employees, your results have been re-weighted to reflect the age and gender demographic profile of eligible employees. This is a standard statistical methodology that prevents results being skewed by a biased sample.

The demographic profile of all employees who responded was as follows:

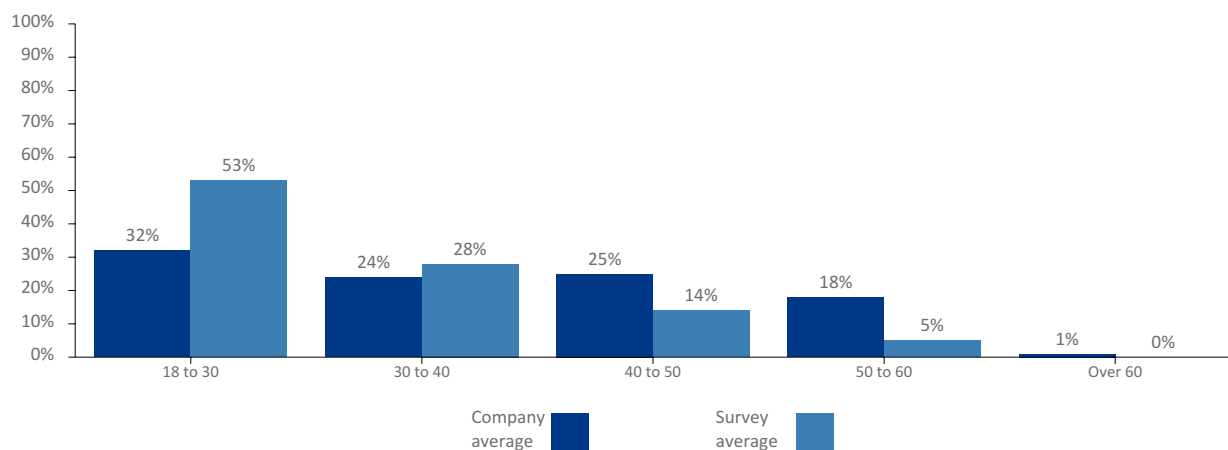
Gender profile of employees and respondents



Gender profile: 2011 vs 2012

	2011	2012
Male	27%	32%
Female	73%	68%

Age profile of employees and respondents



Age profile: 2011 vs 2012

	2011	2012
18 to 30	20%	32%
30 to 40	23%	24%
40 to 50	26%	25%
50 to 60	25%	18%
Over 60	5%	1%