

# Health as competitive advantage



Your employees' motivation and health should neither be taken for granted nor left up to chance. Invest in your employees now – doing so will help you ensure your company's success.

## Objectives

- Prevent illness among your employees in the long-term
- Enhance health awareness and personal responsibility through targeted training programs
- Sustain your employees' motivation and commitment
- Continue improving your processes and working conditions
- Reduce payroll and insurance expenses

## Win-win situation

Corporate health management is a part of the daily benefits and occupational benefits provision that AXA offers to clients with at least 50 employees. By systematically investing in the health and wellbeing of your employees you will release the untapped performance potential that will make your company even more competitive and lead to significant cost savings. Not only that, but implementing a corporate health management program will help position you as a conscientious and innovative employer, something that will earn you a lot of respect in the job market.

## Additional employee motivation

## Increased productivity

## Fewer absences

# Healthy approach to personnel management /

Sooner or later, a company will forfeit its position in the market if its employees and managers lose their motivation or if they experience mental resignation, fear, bullying or burnout. Health among the workforce has a sustainable and positive impact on payroll, productivity and the quality of work and is thus a success factor that must be taken seriously.

## Challenge

The increasing demands placed on the performance of companies have a considerable impact on daily life internally and on the stress levels of employees. Although technology and automation have made daily life at work easier, there has also been an increase in the mental and social burden organization members are being asked to bear. Besides cardiovascular disease, it is stress, burnout and repetitive strain injuries that are the new illnesses of our age.

## A solution-oriented approach

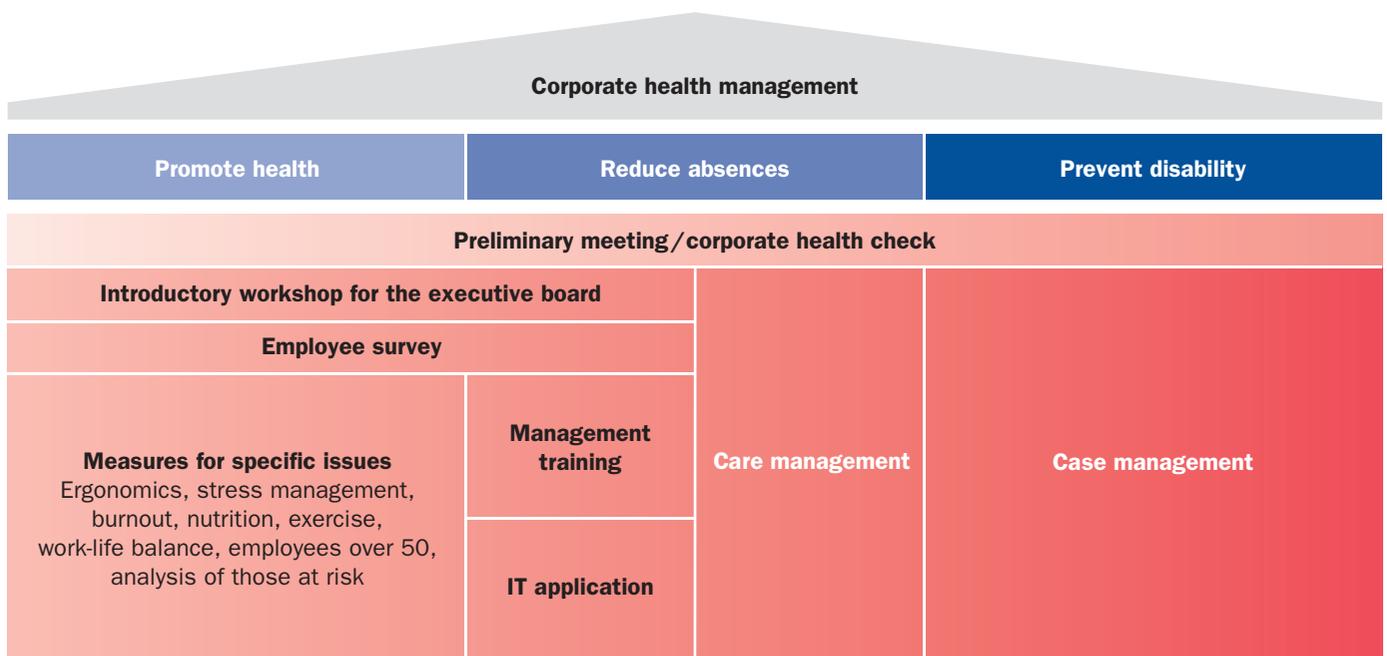
An active corporate health management program is a systematic investment in your employees' health and wellbeing. An increased willingness and capacity to perform and an enhanced loyalty to the company are just some of the natural consequences of such a program.

## Additional information

Why not use this opportunity to get free and non-binding advice on the whole service package. We would gladly send you more detailed information on:

- Sunetplus
- Care management
- Case management
- Legal advice
- Doctors' network

For more information and a brief video clip, please visit [AXA.ch/bgm](http://AXA.ch/bgm) or follow this QR code.



Components of the corporate health management program

Free or discounted services

# Three areas of corporate health management /

A daily benefits plan or a BVG plan of AXA entitles you to access the services offered under the corporate health management program. Depending on the timing, these services constitute professional support ranging from preventive measures all the way to reintegrating a person at the workplace.

## Promoting health

### Preliminary meeting

During a preliminary meeting, which is free of charge, a specialist from AXA will acquaint you with the corporate health management program. By introducing you to the various areas of health promotion, such as absence management, care management and case management, AXA emphasizes the importance of adopting a holistic approach. Depending on your requirements, we will also discuss other steps and arrange for suitable providers, measures and instruments. The meeting is held with a member of the company's executive board and the head of human resources.

### Introductory workshop for the executive board

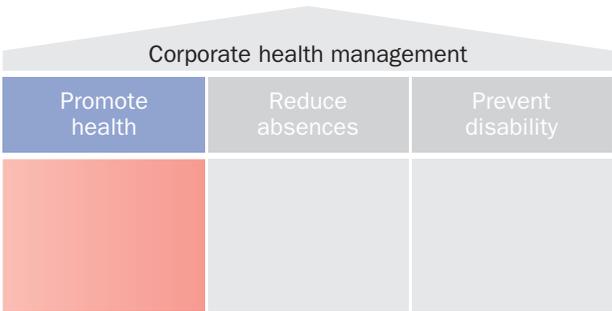
The entire executive board will be informed about the content and objectives of the corporate health management program. The introductory workshop introduces the measures that are needed to implement the program at the executive level. Not only does it address the question on the program's purpose and the use of resources, but it also assesses the situation in terms of the company's operational systems. Once a common ground has been established, the workshop will examine if the program should be introduced systematically by means of an employee survey or if it is better to design individual measures to address specific issues.

### Employee survey

When adopting a goal-oriented approach, learning more about if and why employees feel burdened, stressed or overwhelmed when at work becomes just as important as knowing about how satisfied they are with your management style and how they feel about the working atmosphere. For this reason, a comprehensive employee survey will provide you with important information for evaluating those parts of the operation that work well and those that need improving.

### Measures for specific issues

Depending on the financial situation or the urgency of a particular aspect, it may make sense to design an individual measure for a specific issue. However, upon its completion it always makes sense to consider a systematic solution with a view toward a long-term benefit.





## Reduce absences

### Absence management

Introducing an absence management system will help you address this issue in a more conscious way and improve both the working conditions and your employees' wellbeing.

### Management training

Training all members of the management team is a way of building awareness for absenteeism and its impact on business as well as for the important influence that superiors have on the health of employees. Here it becomes important to consider the influencing factors on motivation and performance, to identify the symptoms at an early stage, and to assist and support employees who are stressed and repeatedly absent by engaging them in discussions on issues relating to health.

### Sunetplus

AXA will provide you with Sunetplus software free of charge. It allows you to manage absences and administer daily benefits claims in a straightforward and professional manner.

#### The advantages of Sunetplus

- Straightforward claims handling: registering claims notices, transferring data electronically to AXA's system, as well as forwarding information to other insurers
- Systematic tracking of absences
- An open interface to external HR systems allows you to import all employee data regularly
- Besides tracking absences from an accident or illness, you can also administer and analyze those from vacations, training seminars and military service
- You can conduct a wide range of analyses with graphs and statistics on absences
- Highly encrypted treatment of sensitive information as well as encrypted (SSL) data transfer

### Care management

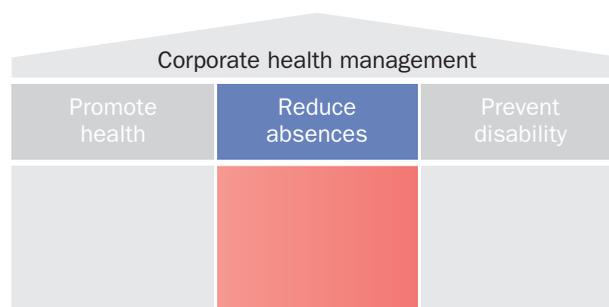
Having an employee become incapacitated calls for immediate action. AXA provides the systems and the right number of highly trained specialists to address issues such as:

- Reintegration into the workforce
- Rehabilitation
- Coordination of measures
- Absenteeism
- Combating misuse
- Medical plausibility checks
- Legal advice

Care management mandates can be issued when an absence from an illness or accident becomes noticeable in the form of:

- Lasting incapacity for work
- A history of repeated short absences
- Unjustified and/or unexplained absences
- Lack of wellbeing

Every company with a daily benefits plan with AXA is eligible for care management services free of charge. You can issue a mandate by logging on to [AXA.ch/care-management](http://AXA.ch/care-management)



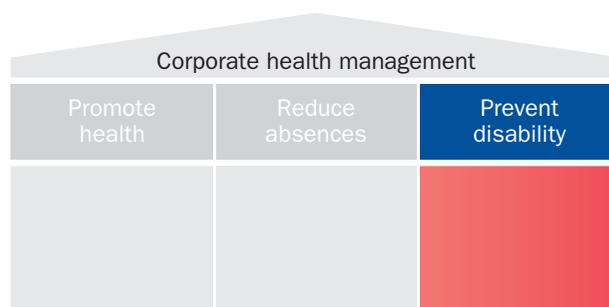


## Prevent disability

### Case management

Case management helps employees who have had an accident or are ill to cope with complex medical, professional and social situations with the aim of integrating them again into professional life. This service, which is geared to individual requirements, coordinates the efforts of all involved parties and transcends any professional or institutional boundary. Staying focused on clearly defined goals will reduce the amount of resources required and take you one step closer to achieving the results you are looking for. As the employer, this will lower the costs you incur directly and indirectly when an insured person is absent.

- Consulting; planning the measures to take
- Coordinating and handling all processes
- Supporting employees during rehabilitation as well as before and during their return to work
- Individual inquiries and customized procedures
- Independent contact person and confidential adviser for employees



**Pension and insurance matters demand individual attention.  
AXA shows you fresh alternatives and delivers relevant solutions.**

**Arrange for an advisory meeting without obligations still today.**

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