



HEALTH AND PRODUCTIVITY IN THE WORKPLACE

Health insurance

Objective of the Module:

- The main objective of this module is to present the importance and significance of HEALTH INSURANCE as an employee benefit in respect to the health and productivity in the workplace



Aim:

This topic aims at defining health insurance offered as an employee benefit, outlining its importance and significance with respect to the employer and the employees as well as at presenting types of insurance plans and prevention programs

Objectives:

- Why is it important to support employee healthcare?
- Categories & types of insurance plans
- Prevention programs
- Practical advice on how to manage health insurance



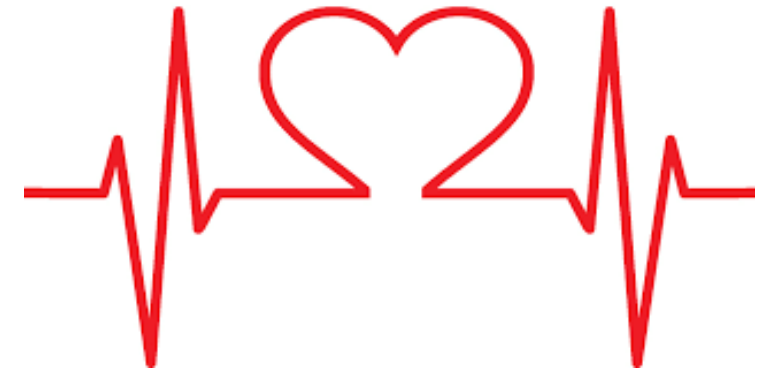
Poor health is linked to an increased **sick leaves, lower engagement and higher stress levels**. It also has a direct impact on productivity.

That is why it is **crucial** for employers to encourage their employees to take care of their health and well-being on a regular basis.



In the literature on health and work productivity the measurement of 'ill health' is often divided into two categories: **absenteeism and presenteeism**.

Absenteeism refers to the measure of days absent from work, whereas presenteeism refers to reduced productivity while at work (Koopmanschap et al., 2013).



Why is it important to support employee healthcare?

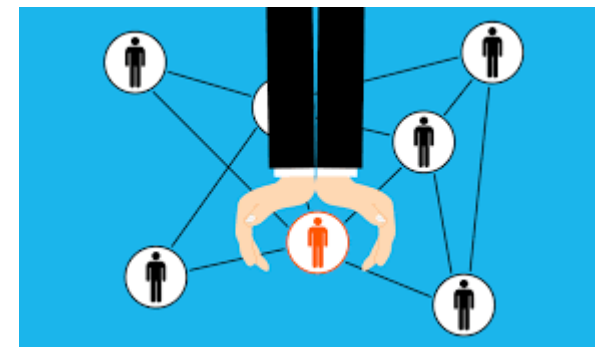
- Managing health means managing absence: an employee in a good overall health is less likely to go off sick
- Prevent accidents
- Improve morale, performance and retention
- Save costs in the long run
- Attracts high potential employee candidates



Health insurance is among the top benefits preferred by employees

According to a research conducted by JustWork, when deciding to accept a job offer **88% of employees said the quality and options of health benefits are important.**

At the same time just **41% of employers offer health insurance as part of their benefits packages.**



There are 3 categories through which you can get health insurance plans to your employees:

1st category:

Defined benefit plan -- This is what we traditionally think of as employer-provided healthcare. The employer offers coverage through a group plan, and the employee has to work within the services and network that are provided.



There are 3 categories through which you can get health insurance plans to your employees:

2nd category:

Defined contribution plan -- With this category, instead of providing an insurance plan, the employer provides an allowance and employees choose the plan that's right for them from a menu of options (e.g., life insurance or disability insurance).



There are 3 categories through which you can get health insurance plans to your employees:

3rd category:

Professional employer organization (PEO) -- If you want to provide the perks of workplace insurance but don't have the scale benefit-rich plans require, you can join a PEO. The PEO will essentially co-opt your employees, and benefits will be provided by the PEO but at large group rates.



Types of health insurance plans:

HMO -- A "health maintenance organization" will significantly lower costs but limit your employees' healthcare network. They'll need a referral from their primary care physician to see a specialist.

This would be the most preferred option for small companies that would like to provide health insurance as a benefit but are on a tight budget.



Types of health insurance plans:

PPO -- "Preferred provider organizations" offer more flexibility. Employees don't need any referrals and may see any doctor they'd like inside or outside of the network; staying in the network however, will save them money on copays. PPO premiums are higher than HMO premiums.

This option lays somewhere in the middle – providing optimum solution for the employees at a reasonable cost for the company.



Types of health insurance plans:

EPO -- An "**exclusive provider organization**" is a hybrid plan. Employees still have a network of providers, as they would with an HMO, but they don't need a referral to see a specialist.

This option usually combines the best from the first two – the employee has flexibility to choose provider from the network without the need to make an appointment at their primary care physician.



Prevention programs

Primary prevention services and activities include:

- Vaccination and post-exposure prophylaxis of children, adults and the elderly;
- Provision of information on behavioural and medical health risks, and measures to reduce risks at the individual and population levels;



Prevention programs

Primary prevention services and activities include:

- Inclusion of disease prevention programmes at primary and specialized health care levels, such as access to preventive services (ex. counselling); and
- Nutritional and food supplementation; and
- Dental hygiene education and oral health services.



Prevention programs

Secondary prevention includes activities such as:

- Population-based screening programmes for early detection of diseases;
- Provision of maternal and child health programmes, including screening and prevention of congenital malformations; and
- Provision of chemo-prophylactic agents to control risk factors (e.g., hypertension)



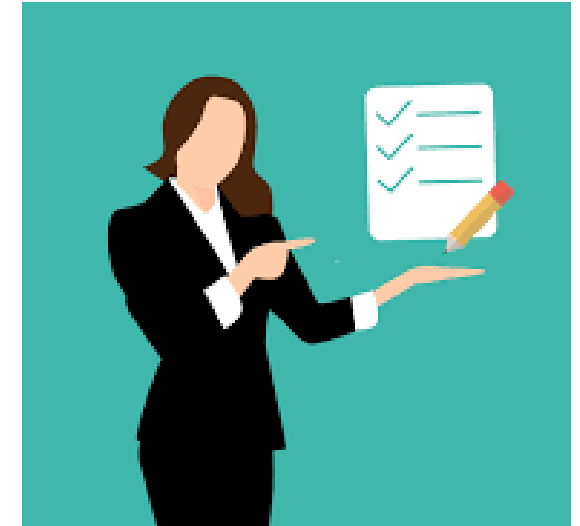
5 Tips for Selecting the Best Health Insurance Plan:

1. Know your options
2. Consider wellness programs: programs for prevention, activity trackers, etc
3. Know the difference between the healthcare plans
4. Be mindful of who your employees are – what is important for them, what could be their needs
5. Learn what your competitors are offering



How to effectively manage employee healthcare?

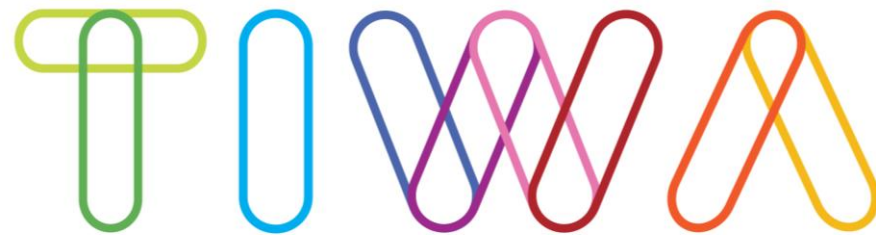
- Offer healthcare benefits
- Review and improve workplace safety
- Promote a healthy lifestyle, cultivate a wellness culture
- Take action to reduce stress in the workplace
- Engaging an occupational health advisor
- Provide to employees the possibility to undergo preventive health check-ups at least once per year



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