

Using data analytics to boost your health management strategy

Happy, healthy, productive workforce

Affordability, sustainability and relevance

Agenda

- 1 Data analytics helping effectively segment your workforce
- 2 Joining up data with the employee care pathway
- 3 Why 37% of employees fear speaking about Mental Health
- 4 How one employer improved both their financial and people outcome

Segment your employees

		Operations	Sales	Manufacturing	Marketing	Overall results
	Total people	326	162	352	207	1047
Career Stage	Senior Worker	0%	0%	0%	0%	0%
	Peak Career	4%	3%	14%	45%	15%
	Mid Career	65%	67%	69%	39%	62%
	Early Career	31%	22%	18%	16%	22%
	Young Worker	0%	8%	0%	0%	1%
Income Band	Up to £10,000	0%	0%	0%	0%	0%
	£10,000 to £27,000	4%	20%	3%	19%	9%
	£27,000 to £42,000	14%	0%	15%	37%	17%
	£42,000 to £75,000	19%	26%	30%	27%	25%
	£75,000 to £150,000	35%	22%	34%	17%	29%
	Over £150,000	28%	32%	17%	0%	20%
Gender	Male	50%	78%	47%	70%	57%
	Female	50%	22%	53%	30%	43%
Marital status	Single	57%	68%	50%	44%	54%
	Married	43%	28%	50%	51%	45%
	Unknown	0%	4%	0%	5%	2%
Dependants	No dependants	34%	43%	45%	39%	40%
	With dependants	66%	57%	55%	61%	60%
	Unknown	0%	0%	0%	0%	0%

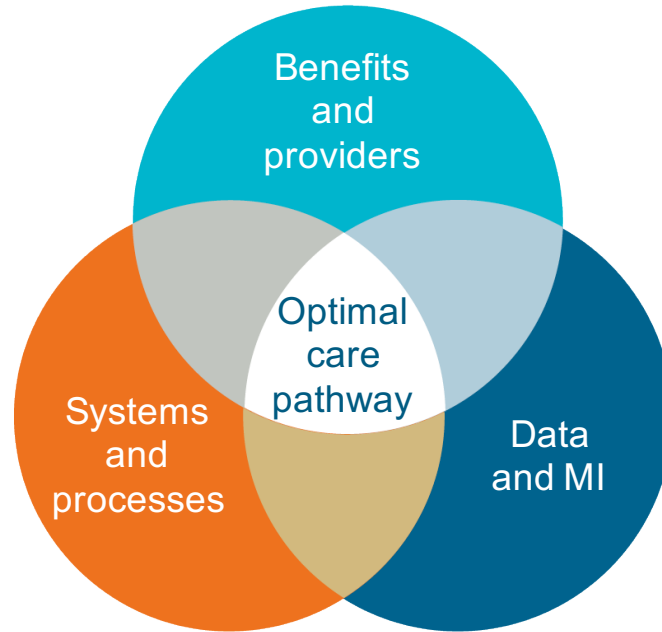
Do what the supermarkets do



Offer the benefits your employees want



Integrated Health Management



Mental Health

“Mental health is a state of wellbeing in which the individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to his or her own community.”

World Health Organisation

“It is a long march back to your desk once you’re absent with mental health issues.”

Jonathan Naess
Director of charity Connecting with People

Positive impact of consultancy, data and strategic insight



Challenge

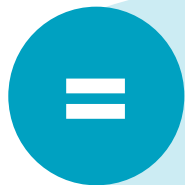
The organisation had a known issue with increasing absenteeism, no formal people plan for managing this, neither did their line managers feel they had the necessary skill set



Solution

Delivered specific line manager training in managing absenteeism and presentism. Combined this with a robust people management process

Utilisation of Strategic insight and data allowed us to reframe the risk profile to the insurance market to elect the correct provider



Outcome

14% reduction in premium saving per annum equating to circa £46,000

2% of this saving attributed purely to strategic insight



Questions?



Thank you

Regulatory Statement

The information contained within this presentation does not constitute financial advice.

The information provided is based on our understanding of current law and taxation as at 14 June 2016

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