



**GLOBAL
SYMPOSIUM
2003**

**The Annual Global Symposium
Business and Mental Energy at Work**

The Third Annual Global Symposium on Business and Mental Energy at Work

Health Promotion in German Companies:
The Bonus Project promotes
Health in the Workplace
and saves Money

Presented by

Dr. Michael Drupp



*WORLD
STRATEGIC PARTNERS*





**GLOBAL
SYMPOSIUM
2003**

The Annual Global Symposium
Business and Mental Energy at Work

Project initiator and manager

AOK – The Health Insurer

- Biggest statutory health insurer in Lower Saxony, Germany
- 2,300,000 clients
- 5,300 employees
- 6,500m \$ annual turnover



**GLOBAL
SYMPOSIUM
2003**

**The Annual Global Symposium
Business and Mental Energy at Work**

The project partners

- WHO, European Office Copenhagen
- Ministry for Social Affairs, Women, Families and Health
- Institute of Technology and Work of the University of Kaiserslautern
- 26 companies of different size and business sector



**GLOBAL
SYMPOSIUM
2003**

**The Annual Global Symposium
Business and Mental Energy at Work**

The Bonus

- is granted on the basis of documented health activities
- consists of one monthly contribution (annual premium reduced by 1/12)
- is granted for one year in advance
- requires a new application every year



**GLOBAL
SYMPOSIUM
2003**

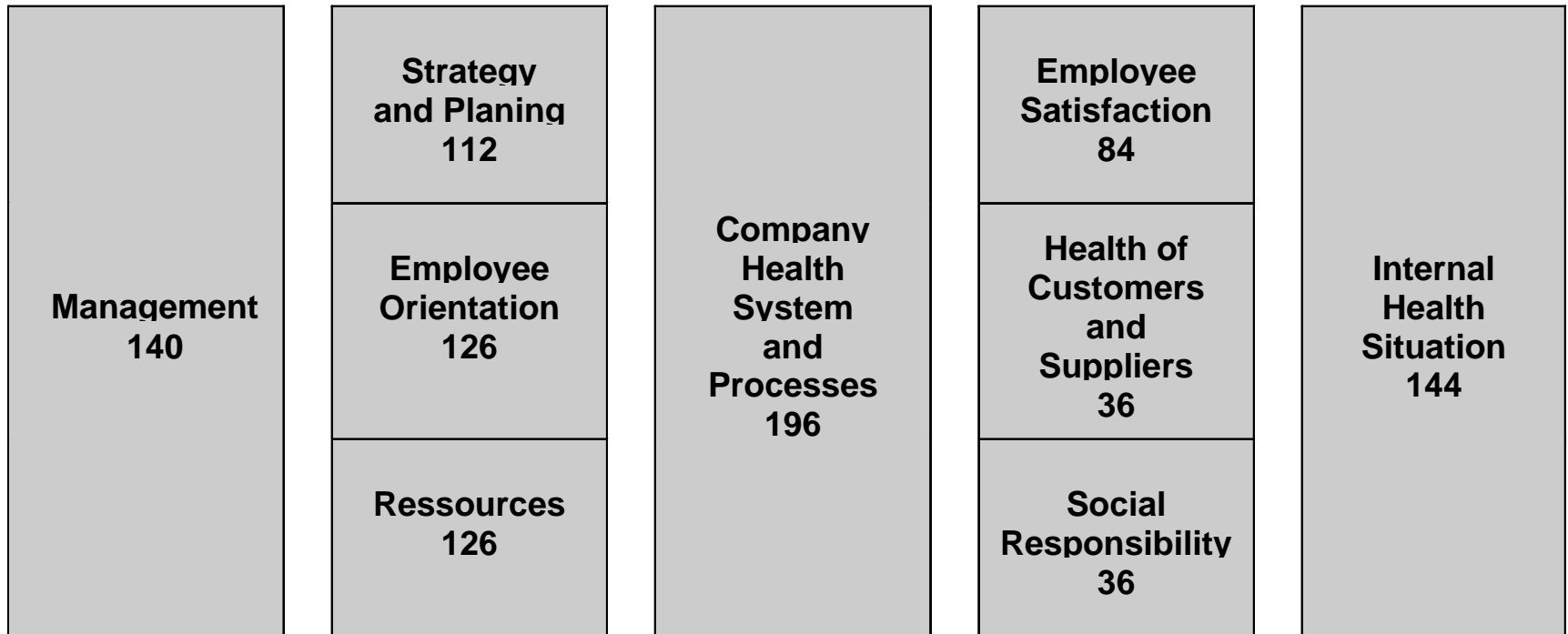
The Annual Global Symposium
Business and Mental Energy at Work

The Assessment Model

In relation to the European Quality Award

Preconditions: 700 Points (70%)

Results: 300 Points (30%)



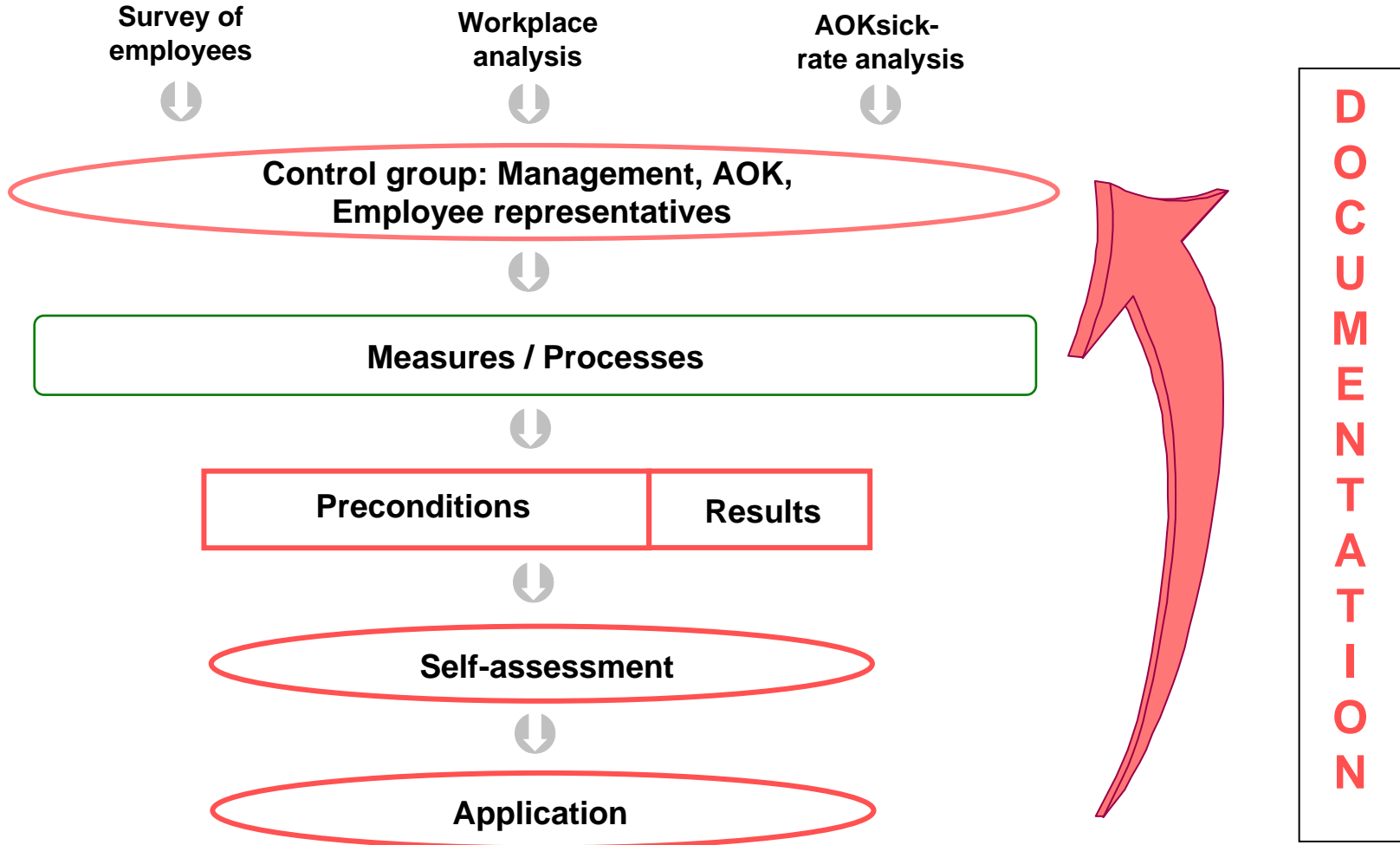
Time related Importance: 1st Year 70 % : 30%
 2nd Year 60 % : 40%
 from 3rd Year 50 % : 50%



**GLOBAL
SYMPOSIUM
2003**

**The Annual Global Symposium
Business and Mental Energy at Work**

Structure and Procedure of a Bonus Project





**GLOBAL
SYMPOSIUM
2003**

**The Annual Global Symposium
Business and Mental Energy at Work**

List of Participating Companies

Aerzener Maschinenfabrik	Peguform, Göttingen
Arwed Löseke	Peguform, Oldenburg
Bäckerei Vatter	Pöppelmann
Chemetall	RPC Kutenholz
Coats GmbH	Schnellecke
Continental TEVES AG & Co. oHG	Stiebel Eltron
Europa Carton	TRW
Henniges	Weser Wertstoff Gesellschaft
Johnson Controls	WeserGold
Kraft Foods Produktion GmbH	Wilkhahn
Lever Fabergé	ZF Lemförder Fahrwerk Damme
Nestlé Schöller	ZF Lemförder Fahrwerk Wagenfeld
OTIS	Züchner



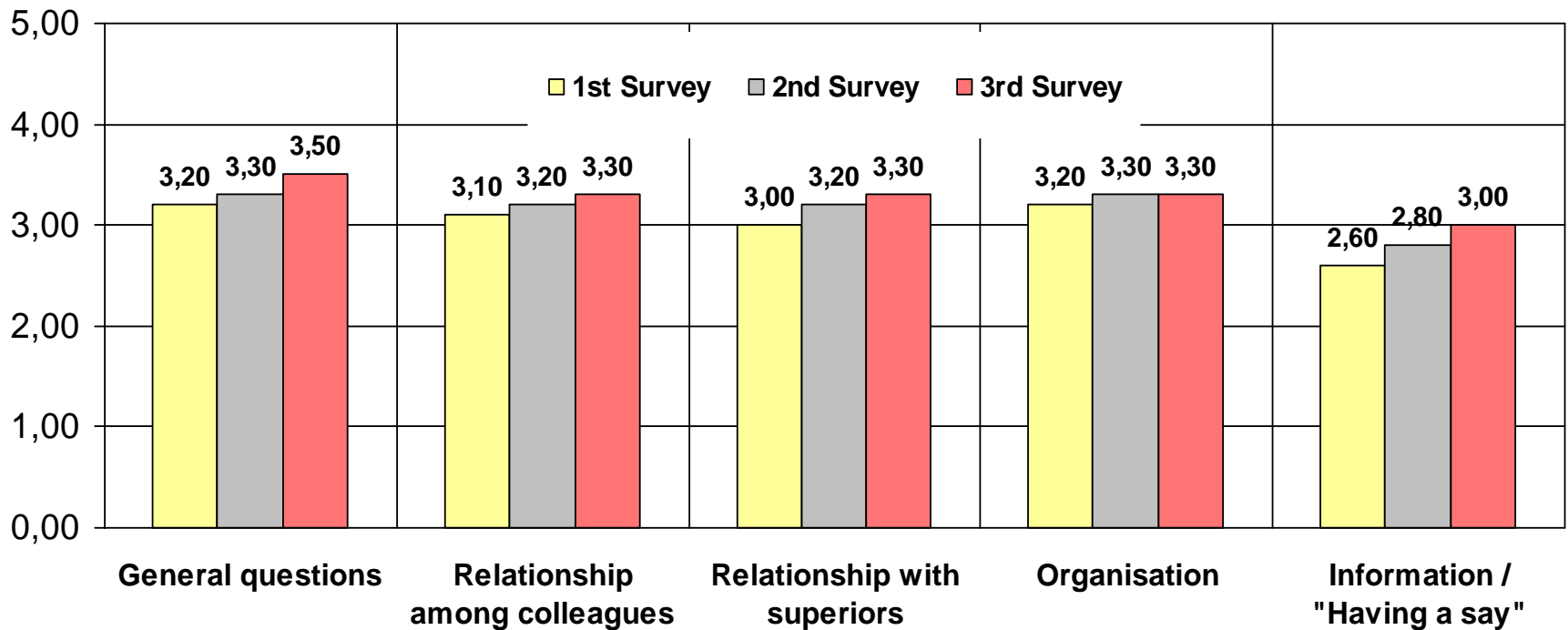
**GLOBAL
SYMPOSIUM
2003**

**The Annual Global Symposium
Business and Mental Energy at Work**

Statistical Results: Improvement of atmosphere at work

Changes of atmosphere at work in the first, second and third survey

(1997 - 2001) N = 10 companies





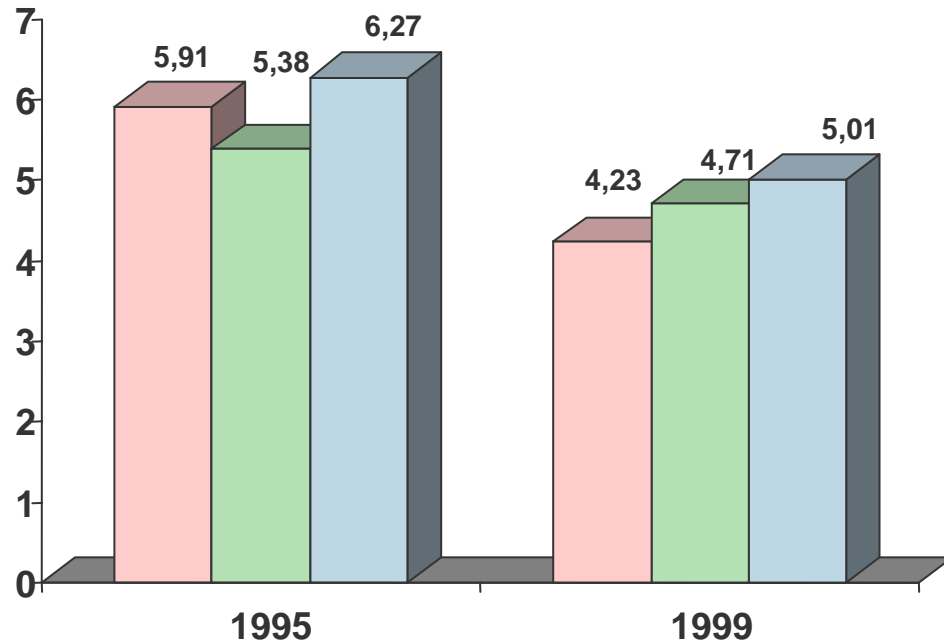
**GLOBAL
SYMPOSIUM
2003**

**The Annual Global Symposium
Business and Mental Energy at Work**

Statistical Results:

Sick-leave can be significantly reduced through systematic health management

Sick-leave: Intervention group (Bonus companies) in comparison with industry sector as a whole and with a control group



1995 -1999 in %

- Intervention group “Bonus companies” with at least three successful Bonus applications
28,4 % n = 14
- Control Group (less than three applications)
12,5 % n = 34
- Average of all industry sectors:
20,1 %



**GLOBAL
SYMPOSIUM
2003**

**The Annual Global Symposium
Business and Mental Energy at Work**

“Win-Win” Situation for all Participants

