



PPP HEALTHCARE

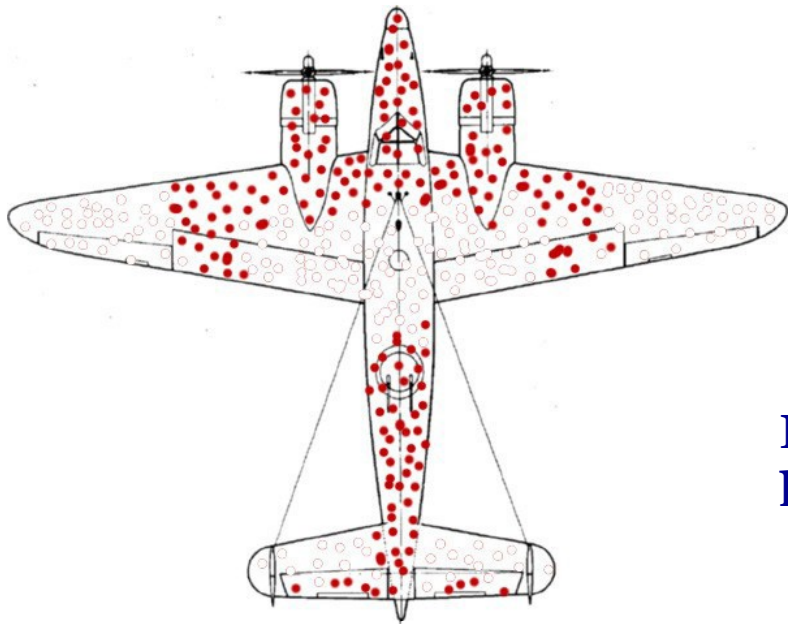
syngenta

# Inspire, Innovate, Support and Reward

...in search of lasting  
healthy behaviour change



**The pattern seemed clear...**



**However, they weren't  
looking at the whole sample**

# A serious issue for employers

Our data suggests people with 6+ risks are dropping out of the workforce from the age of 55...  
...just when we are asking people to retire later

## High risk individuals

drop out of the workforce  
(AXA PPP healthcare data)



## Individuals

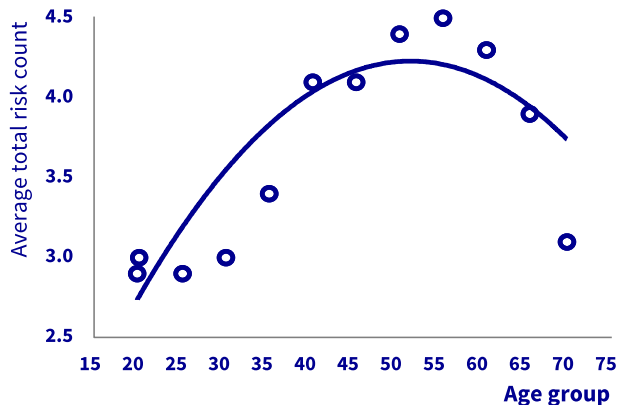
Lose income<sup>1</sup>



## Companies

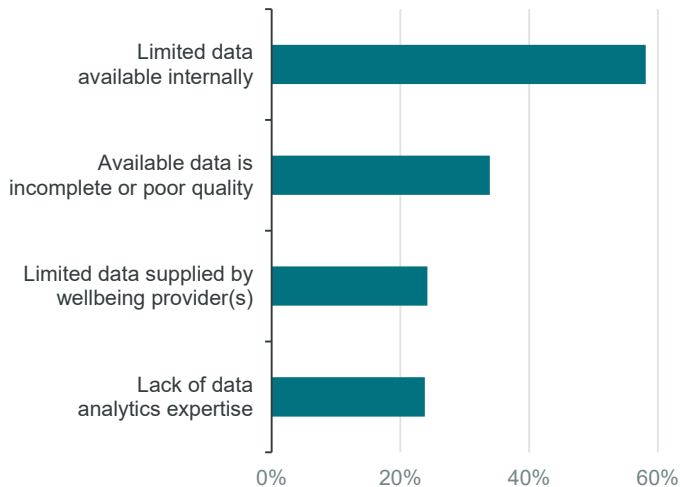
lose their  
experienced staff

Age vs health risk

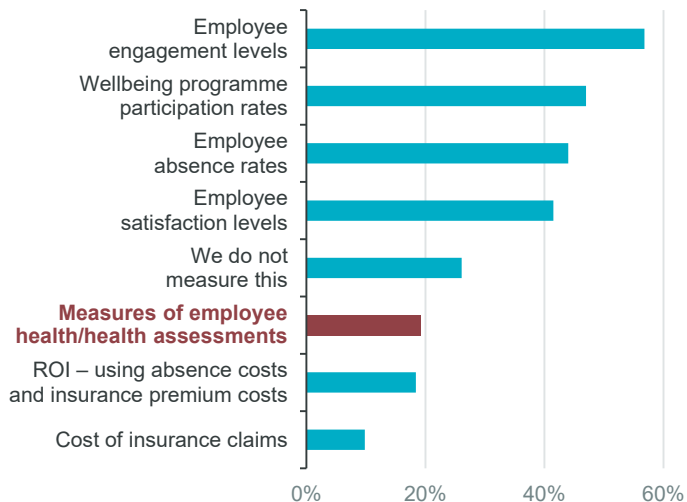


# Wellbeing: Entertainment or Outcomes?

## Barriers to insight<sup>2</sup>



## What are people measuring in Wellbeing?<sup>2</sup>



Biggest impact on performance comes from engagement and health

# Health and Engagement

The value of incentives and personal interaction

## Incentives<sup>3</sup>

Widely accepted that incentives might work for some people, in some circumstances.

Incentives evoke strong reactions, positive and negative, use with care

Effectiveness of incentives likely to drop off

A lack of clear evidence on which type of incentive is most likely to be effective in which circumstances

## Personal Interaction

Typically higher engagement scores

Greater utilisation from booking to attendance

Able to provide tailored motivation and support

Challenge to scale and resource

AXA PPP healthcare Programme Intelligence

Sum of the parts; evolve, innovate, support and reward



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# 1 Syngenta's Story

# Who we are



## Vision

To be the most collaborative and trusted team in agriculture, providing leading seeds and crop protection innovations to enhance the prosperity of farmers, wherever they are



## The Good Growth Plan

Help shape the future sustainability of agriculture, and deliver solutions that are better, more efficient and more beneficial to rural economies



## People plan

Attract and retain talent while creating an environment that stimulates innovation and personal performance and development





# Who we are

1600 employees UK wide

## Roles



Research and Development



Manufacturing



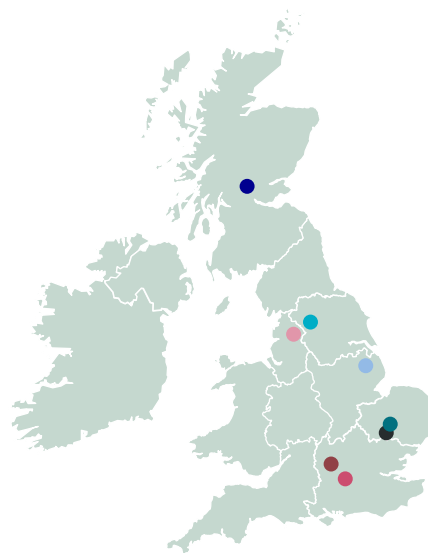
Harvest



Commercial

## Locations

Fulborn  
Grangemouth  
Guildford  
Huddersfield  
Jealott's Hill  
Manchester  
Market  
Stainton  
Whittlesford





# Our wellbeing challenge

## Health Risks and Health Age

35% of employee population with a **High Risk**, and an average 5 risks per head<sup>4</sup>

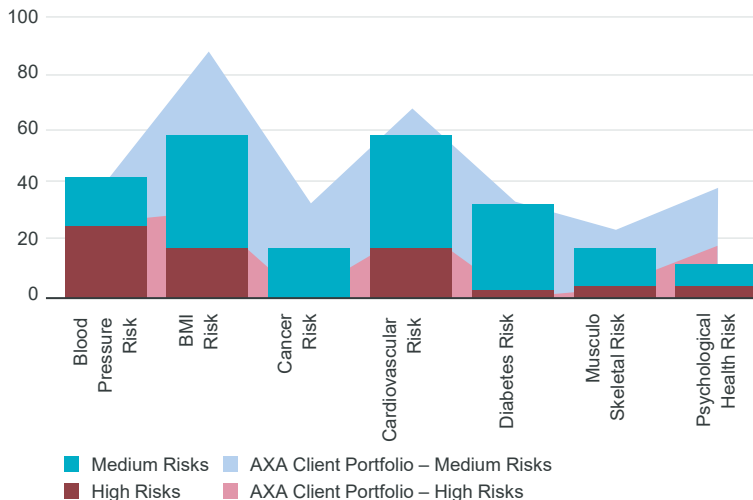
Lifestyle Risks include;  
**Cholesterol, Sleep** and **Diet Risk**

Recorded trend in **stress** amongst Manufacturing and Commercial Operations

A prevalence of **Cardiovascular Disease, Blood Pressure & High BMI**

PMI High Volume Claims included:  
**Musculoskeletal, Digestive System, Injury, Circulatory System, Neoplasms**

% of employees with risk factor in each disease category listed



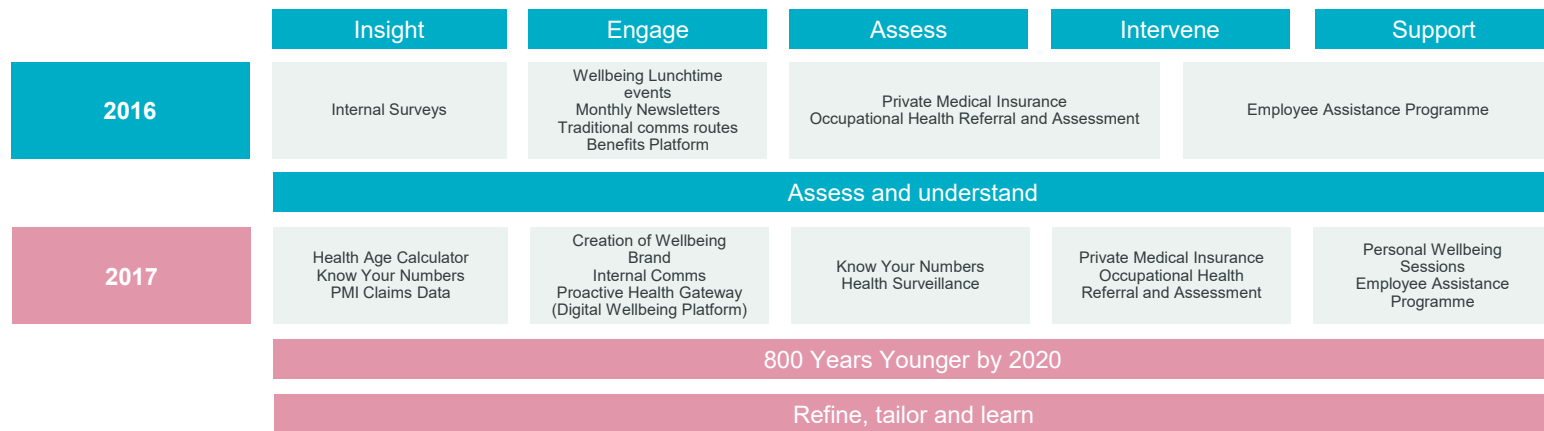
# Programme Aims/Goals

“Deliver **insight** to help our employees best understand their individual health and set achievable personal goals, shift from simple awareness of benefits to utilisation of relevant available services, **support** healthy changes resulting in improved morale and motivation, galvanise and **engage** all in a collective ambition to be 800 years younger by 2020, have our locations work harder for our teams”



# Evolution of our program design

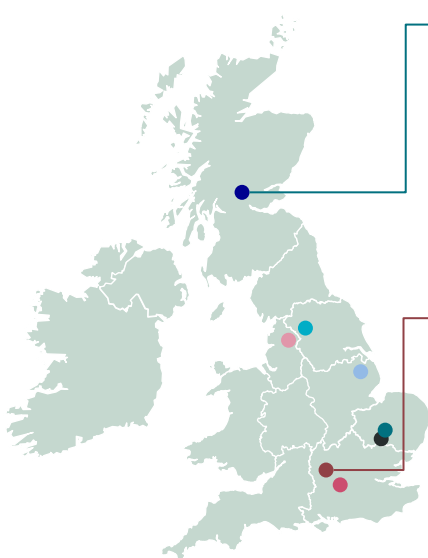
Began to build a picture of health by location, and by individual  
71.5% utilisation of Know Your Numbers



# Intervene where it matters

## Locations

Fulborn  
Grangemouth  
Guildford  
Huddersfield  
Jealott's Hill  
Manchester  
Market  
Stainton  
Whittlesford



## Intervention Focus: Lifestyle Improvements

Shift Survival  
Healthy Lifestyle  
Personal Wellbeing Session

## Intervention Focus: Reduce Stress

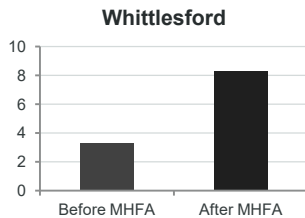
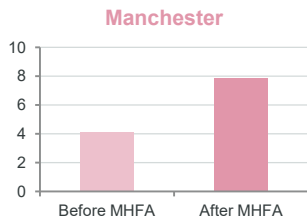
Develop your  
toolkit seminar  
Mindfulness/  
Resilience Training  
Personal Wellbeing Session

# Mental Health focus

Creating champions/first line support for mental health across our UK business:


- ➔ 5 x Mental Health First Aid 2 Day Training
- ➔ 80 Mental Health First Aiders trained supporting 1800 employees

Measuring 'Personal Confidence' to support others with poor Mental Health



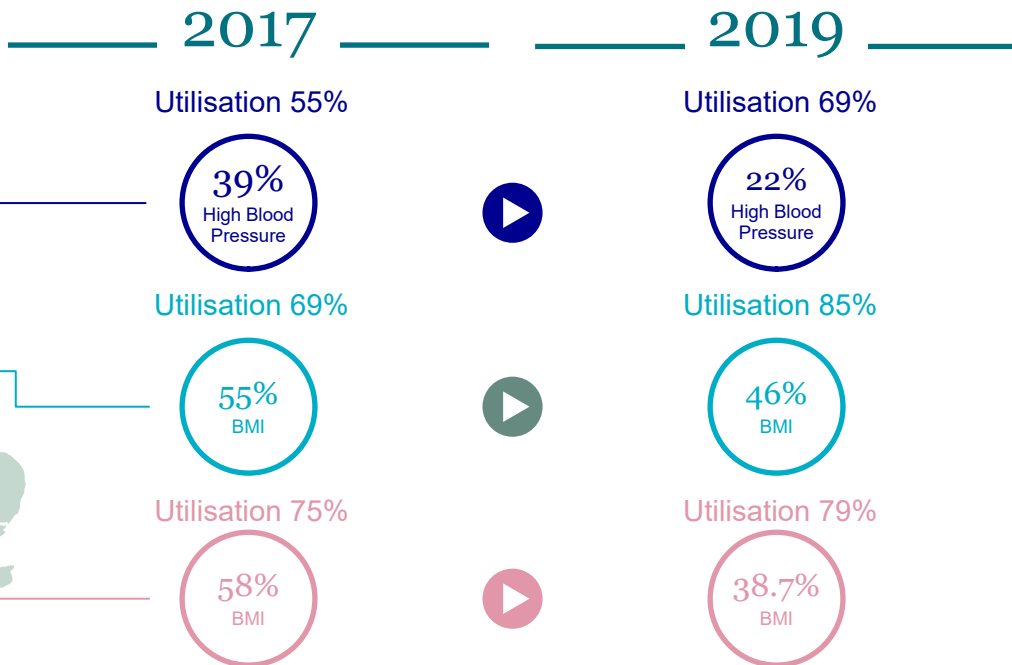
# Join the dots, then refine refine refine...

## Programme Design

myWellbeing 		Target: 800 Years Younger by 2020				
2019	Insight	Engage	Assess	Intervene	Support	
Fulborn	Proactive Health Gateway  Know Your Numbers  Data to be used to highlight key risks at sites	Internal Comms	Know Your Numbers Health Surveillance  Skin Check Awareness Days	Know Your Numbers Health Surveillance  Intervention – Wellbeing Week	Personal Wellbeing Sessions  Employee Assistance Programme  Occupational Health  Private Medical Insurance	
Grangemouth		Proactive Health Gateway				
Guildford		National Walking Month / Webinar Programme e.g. Healthy Lifestyle				
Huddersfield		National Fitness Day				
Jealott's Hill						
Manchester						
Market Stainton						
Whittlesford						

# Grangemouth, Huddersfield and Manchester

Measuring the impact<sup>5</sup>

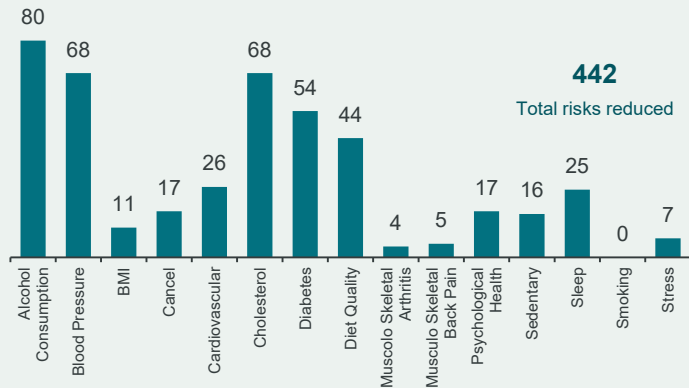




# It results in engagement, morale and motivation

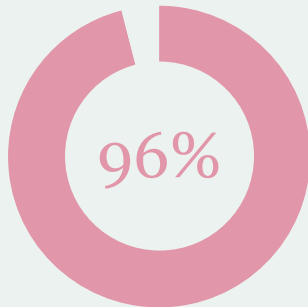
## Health Risk Reduction<sup>5</sup>

### Risks Reduced



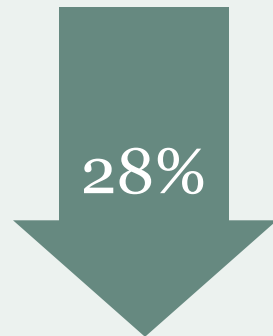
**>400 reduced health risks**

## Years Younger Target<sup>5</sup>



**800 Years Younger  
by 2020**

## Claims Cost Spend<sup>6</sup>



**Reduction in claims  
spend on Disease Risks**

# What's next



Greater personal support  
via an Intervention Fund



Exploring Occupational Health and Proactive  
Health Coaching Integration



Check4Cancer





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# 2 Health Coaching

# Where Health Coaching adds value



A health coach will work with any part of lifestyle that affects a client's health



Over 12 weeks they'll goal set and support positive behaviour change



Experts in behaviour change, they'll offer tools and strategies to develop realistic and sustainable healthy habits

“

It's never too late to change habits. The challenge is finding habits that work for us as individuals and that we stick to.

”

We're seeing client's employees report greater mental clarity, alertness, energy, and engagement.



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We're already 41,000 Years Younger<sup>7</sup>



Together, lets make corporate Britain **50,000**  
Years Younger by **2020**



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# Thank you Questions



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## Appendix

<sup>1</sup> The economic impact of diabetes through lost labour force participation on individuals and government: evidence from a microsimulation model. D.Schofield et al. BMC Public Health 2014, 14:220

<sup>2</sup> REBA AXA PPP healthcare Wellbeing Report, 2019

<sup>3</sup> National Institute for Health Research, 2019

<sup>4</sup> AXA PPP healthcare/Syngenta 2017 Proactive Health Programme Report.

<sup>5</sup> AXA PPP healthcare/Syngenta 2019 Proactive Health Programme Report

<sup>6</sup> AXA PPP healthcare/Syngenta Private Healthcare Management Information Report comparing full year 2018 figures to 2016.

<sup>7</sup>AXA PPP healthcare 50,000 Years Younger Campaign figure taken at 01/06/2019