

Your Logo
Here

Corporate Health Report

A comprehensive analysis of
your employees' health data

June 2023



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INTRODUCTION

The lifestyle of urban Indian has changed drastically since the liberalization of the Indian economy. Globalization has changed the nature of work in most organizations. Increasing working hours and competition have stemmed from the changing nature of the economy. These factors coupled with deteriorating quality of life and health habits are among the main reasons that continue imposing financial burden on many employers in India. These negative impacts are reflected in increasing health care costs, absenteeism, presenteeism and costs of employee attrition.

Many organizations have attempted to target these issues by implementing health promotion programs directed at reducing health care costs while increasing productivity. However, without better insights into data (clinical and behavioral) the employer often creates and implements wellness programs that may not fit the actual needs of the organization.

The key is to have actionable insights from the data and a better understanding of the major issues concerning the health of the employees. This report empowers you to take the control in your hands when it comes to optimization of health care costs, reducing insurance premiums and increasing employee productivity.

GOALS OF THE REPORT

Measure

Our primary goal is to benchmark your organization's health and create/increase awareness within the ranks.

Analyze

Using the company's employee health data, we assimilate information and provide actionable insights to your organization.

Set goals for ourselves and you

Our goal is also to make sure that we reduce your employees' health risks, increase productivity and reduce health insurance premiums.

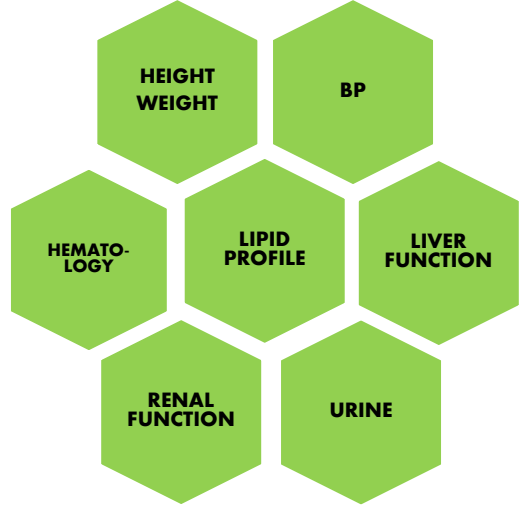
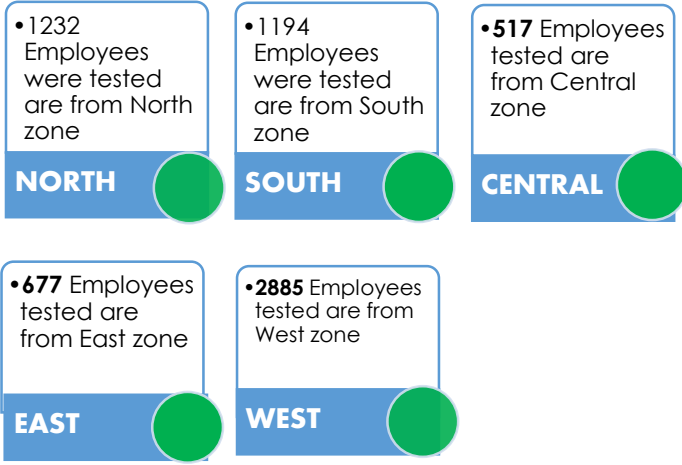
Provide solution to every problem

You will know exactly what programs to institute where and what efforts will give you the maximum returns. We provide you with the tools that help you focus on the risks that can be modified.

Monitor and Improve

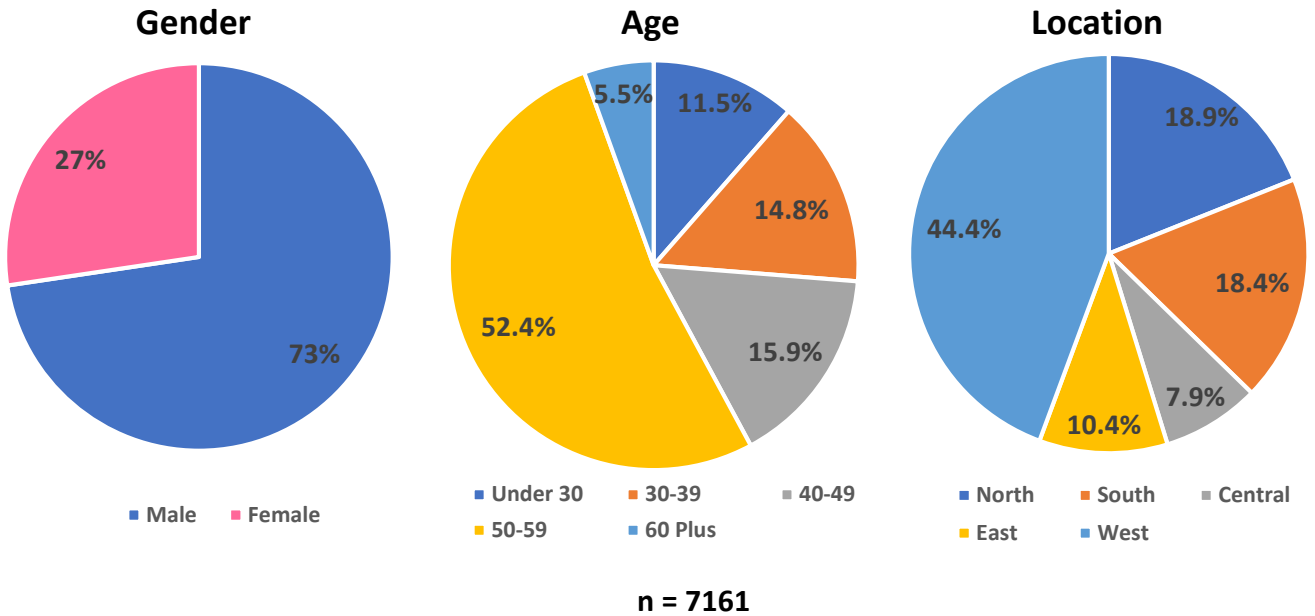
We will monitor your organization's health with time and notify as well as work with you to keep your employees in top shape.

TEST DETAILS (Year-2023)

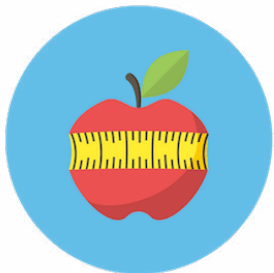


PARTICIPATION DEMOGRAPHICS (Year-2023)

Number of participants gender, age and location wise



WHY WELLNESS?



Over 75% of all company-sponsored health care costs are due to preventable chronic illnesses*

Wellness efforts lower sick leave, workers' compensation & disability insurance costs by 25%*



Return on investment: Studies show ₹ 3.27 ROI for every ₹ 1 spent on employee wellness programs*

*References:

<http://www.zealotwellness.com/services/corpprograms/>

<http://www.corporatewellnessmax.com/benefits-roi-results-oriented-corporate-wellness-programming/>

KEY FINDINGS (Year-2023)

Things you are doing relatively well

- 99.3%** of the population have normal kidney functions
- 93%** have normal thyroid function
- 82%** of your population have normal haemoglobin levels
- Less than **1%** of your population seem to have alcoholic liver disorders

Things that need your attention

- 81%** of your population have abnormal Vit D levels
- 74%** of your population have elevated systolic BP
- 64%** of your population have high bad cholesterol
- 63%** of your population are either overweight or obese
- 43%** of your population have abnormal blood sugars

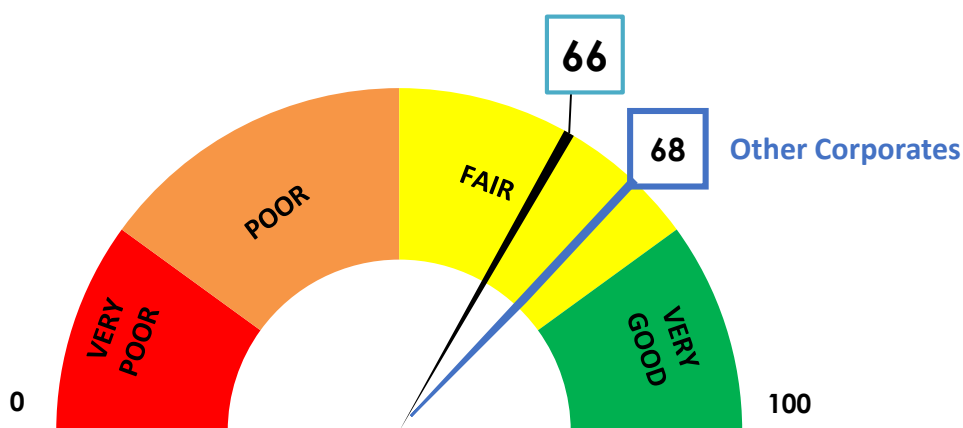
COMPANY HEALTH SCORE (CHS) (Year-2023)

CHS is an internally generated relative score (Health Vectors' Patent Pending), that has been calculated based on clinical and physical health data of all the employees that participated in this program. A panel of domain experts have looked at all the important parameters and actual test results to determine the CHS.

For example: top parameters like Vit D, LDL, HDL etc. have been ranked and previously weighted based on their importance to the human physiology. Depending on the prevalence of problems or deviations from normal range, these weightages are normalized. Cumulative effect of all these parameters and the actual clinical health of each individual leads to the final CHS. For CHS to be high, individuals have to do well with important parameters and it is vice versa for low CHS.

CHS is an index that is dependent on the selected population. This population could be selected based on the location, age, gender, etc. of the employees.

Comparing CHS's of different groups of choice would give you a relative ranking of the different groups.



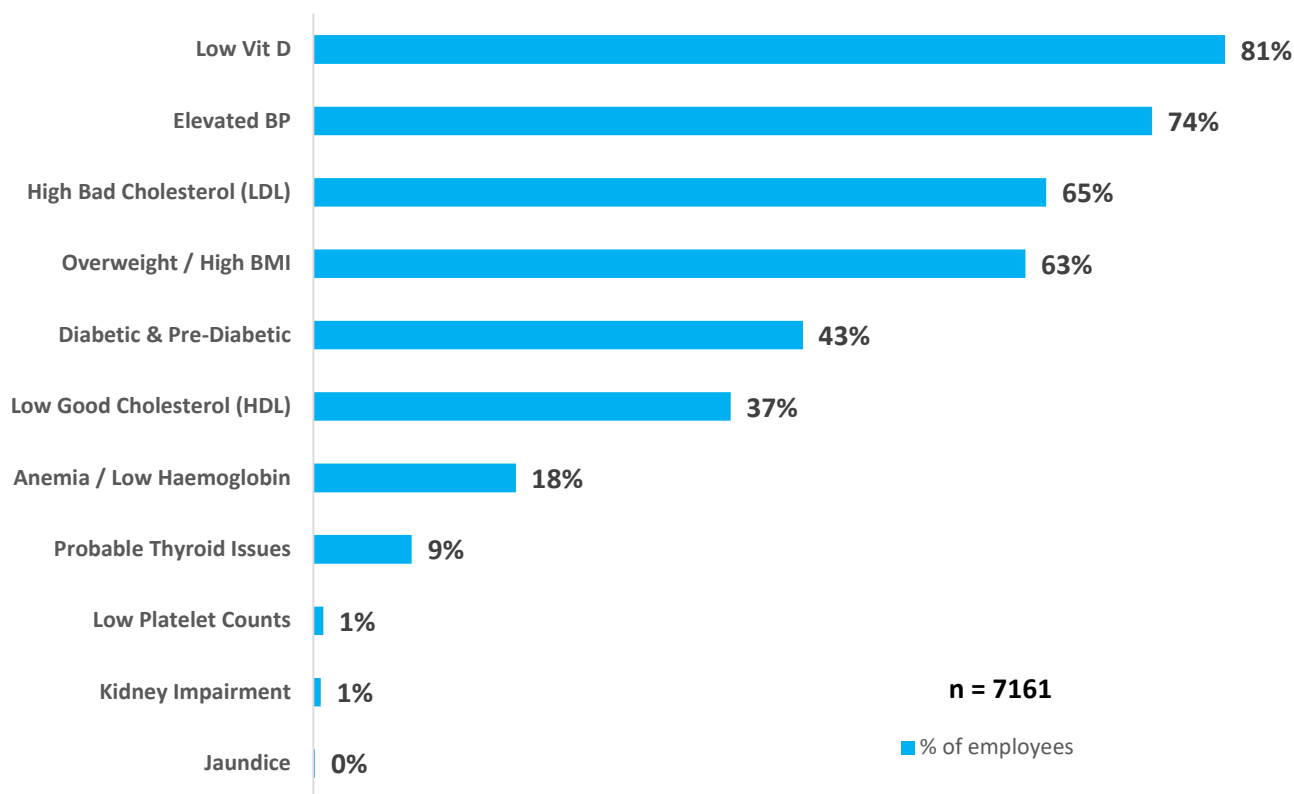
We at **XYZ corporate** intend to keep track of your company's health score with time and alert you when the trend is not favorable.

A good company culture that nurtures good health is paramount in maintaining or receiving a high CHS in the future. For further instructions on the things that your company should focus on is presented as a part of this report.

There is a need to sit down and take notice of the lifestyle factors. Although your group has shown a relatively fair disposition thus far, many lifestyle related factors, if not controlled now, will lead to health complications.

We are always there to help you. Following our strict recommendations and focused guidance as indicated in the following pages will point you in the right direction and further improve the cumulative health of your organization.

TOP ISSUES (Year-2023)



EVERY PROBLEM HAS A SOLUTION

Based on the observations and analysis that we have performed on your entire employee population, we believe that controlling food habits of your population should be your number one priority. This will help alleviate problems related to **low Vit D, cholesterol, overweight, high sugars and anemia**. Since more than half (~52%) of your employees are aged 50 plus, following dietary changes will be the easier and quicker solution than resorting to vigorous exercises. They should be made aware of the disadvantages of improper food habits.

However, tackling physical inactivity would also help in solving other problems like **high BP, high sugars and overweight** which seem to be your organization's other problems. Rather than pledging to overhaul an entire lifestyle (as per most New year's resolutions), tackling one change and working toward one simple, achievable goal at a time will facilitate steady progress and guard against failure. Successful formation of this single, impactful 'keystone' habit will create a positive ripple effect which supports uptake of additional new habits and long-term behavior.

Sleep deprivation, which is a typical problem for the higher age population, should be addressed. Lack of good sleep leads to absent mind-ness, heart diseases and other health issues. Train your employees on power naps, best practices and posture on sleeping. Having a good sleep of more than 7 hours would improve the quality of life of your employees.

We believe that timely intervention and encouragement on your part will help employees bring about positive and long lasting changes in their lifestyle and health.

CORPORATE HEALTH REPORT

VITAMIN D

Normal Range >30 ng/mL

Vitamin D is called the "sunshine" vitamin. When the sun's ultraviolet rays penetrate bare skin, it sets off a process in the body that produces vitamin D.

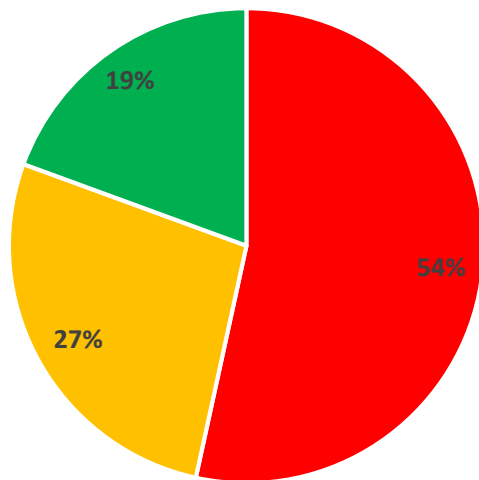
As many of the employees spend more and more time indoors, they are probably becoming deficient in Vitamin D.

The melanin (pigment that gives skin its color) in darker skinned people blocks the sun/ UV rays needed to produce vit D.

Vitamin D deficiency in addition to low bone strength, is linked with complications like heart attack, stroke, obesity, diabetes, various types of cancer, increased mortality and adverse pregnancy outcomes.

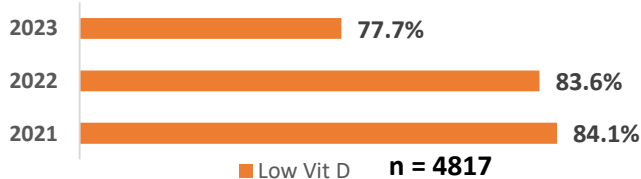
Employees need to be educated. Even if the employees take a stroll in the sun during their lunch break, would significantly help them in alleviating this problem.

Year = 2023, n = 7161



■ Deficiency ■ Insufficiency ■ Sufficiency

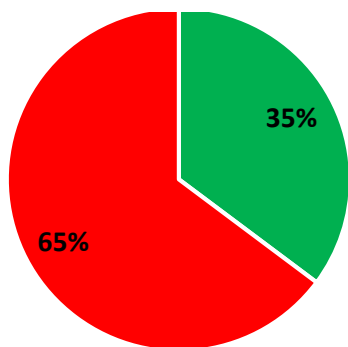
TRENDING IN REPEAT EMPLOYEES



BAD CHOLESTEROLS (LDL)

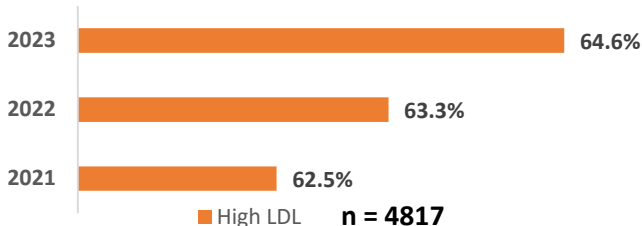
Normal Range <100 mg/dL

Year = 2023, n = 7161



■ Normal ■ Abnormal

TRENDING IN REPEAT EMPLOYEES



Low density lipoprotein is also known as bad cholesterol. LDL is a carrier of cholesterol. It carries cholesterol from liver to blood vessels and tissues.

High LDL may have the following effects on your group's health:

1. It may increase your group's risk of cardiac diseases and heart attack as it thickens the arterial walls.
2. It may also be a symptom of Metabolic Syndrome.

Facilitate a culture in your company that encourages employees to do the following:

1. Use non-fatty/low-fat dairy products including milk, yogurt and cheese
2. Avoid oily/fried food and processed foods
3. Base most of their meals on beans, vegetables, fruits and whole grains instead of fast food

CORPORATE HEALTH REPORT

BLOOD PRESSURE

Normal Range <120/80

Blood Pressure refers to the force exerted by the circulating blood on the walls of blood vessels. The higher (systolic) number represents the pressure when the heart contracts to pump blood to the body. The lower (diastolic) number represents the pressure when the heart relaxes in between beats.

If something is wrong with the heart then this is where you will find the first indications of a problem. So, stay on top of it!

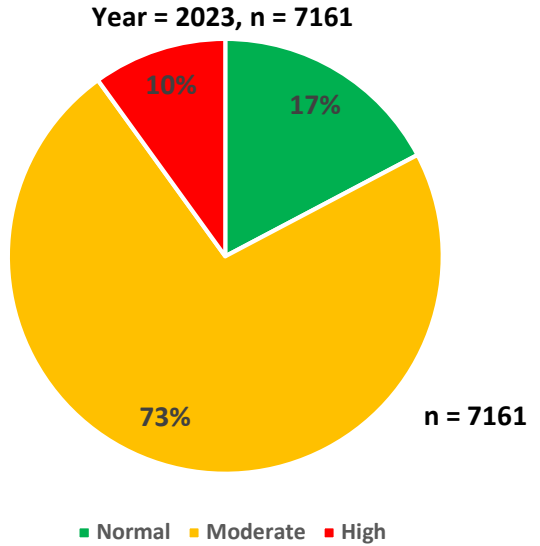
IMPORTANT: High blood pressure usually has no symptoms and increases with age so you should encourage your employees to talk to their doctor about regular check ups and prevention.

Your group can soon face the following problems due to high blood pressure:

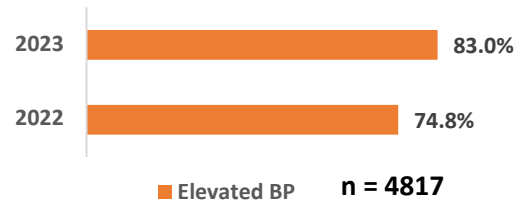
1. Heart Attack
2. Congestive Heart Failure
3. Stroke
4. Kidney failure
5. Impaired vision

Empower your employees to:

1. Maintain a healthy weight by exercising 20-30 mins, 3-5 days a week.
2. Eat heart-healthy food and reduce salt intake.
3. Quit smoking and reduce caffeine intake.
4. Manage stress.



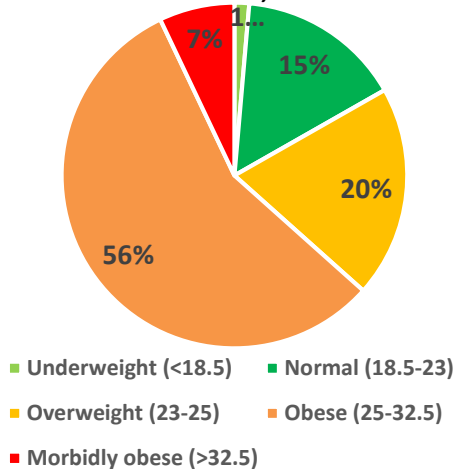
TRENDING IN REPEAT EMPLOYEES



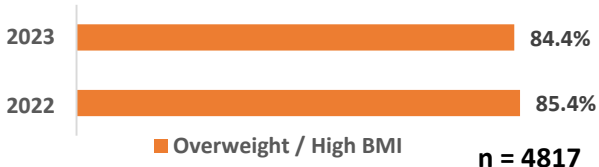
BODY MASS INDEX (BMI)

Normal Range 18.5 – 23 kg/sqmt

Year = 2023, n = 7161



TRENDING IN REPEAT EMPLOYEES



Body Mass Index, in general, is a good indicator of the total body fat in a human body. It determines whether a person is overweight or not.

High BMI puts your group at risk of developing coronary heart disease, type-2 diabetes, hypertension (high blood pressure), dyslipidemia (high LDL and Triglycerides and low HDL), stroke, liver and gallbladder diseases and many more.

As an employer you can encourage your employees to:

1. Be physically active
2. Eat a heart-healthy and fiber rich diet
3. Reduce the amount of salt, sugar and fat in their diet

You can achieve this by running interesting programs in your company that encourage all the healthy habits stated above.

CORPORATE HEALTH REPORT

GOOD CHOLESTEROLS (HDL)

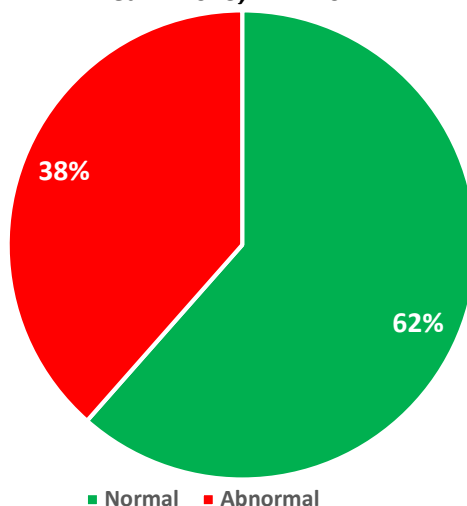
Normal Range 40 - 60 mg/dL

HDL, or "good," cholesterol removes excess cholesterol in the blood and can help to protect against heart disease. Having low levels of HDL means high risk of getting coronary heart disease - especially if other lipids in blood are high, such as LDL cholesterol and triglycerides.

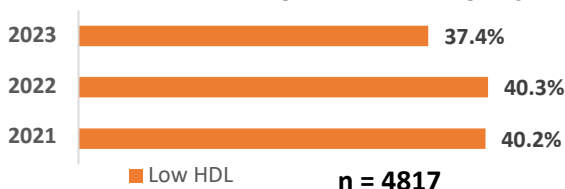
HDL levels can be boosted up by:

1. Getting at least 30-60 mins of physical activity for 3-5 days a week. Weight management can reduce triglyceride levels and increase HDL levels
2. Eating food high in omega-3 fatty acids like fatty fish or dark green leafy vegetables
3. Eating foods naturally high on fiber like apples, pears, beans, peas, oatmeal etc.
4. Quit smoking

Year = 2023, n = 7161



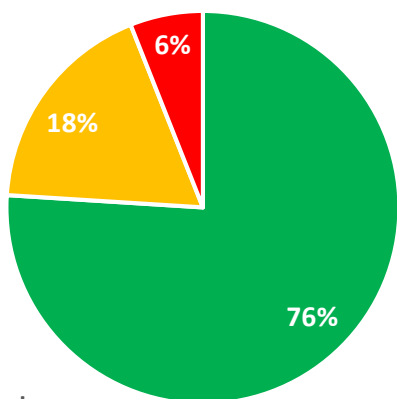
TRENDING IN REPEAT EMPLOYEES



BLOOD GLUCOSE (HbA1C)

Normal Range <5.7 %, Pre-diabetes 5.7- 6.5, Probable/Trending to Diabetes >6.5

Year = 2023, n = 7161



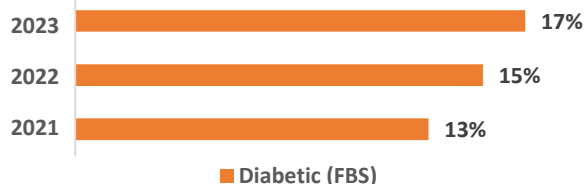
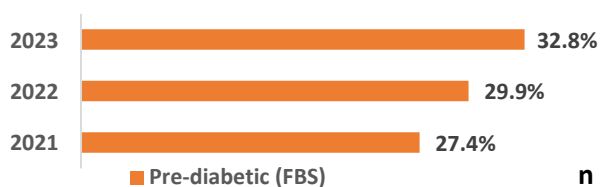
HbA1C is a blood test performed to measure the average sugar in the blood for the past 2 to 3 months. Sugar gets bound to hemoglobin / blood (called as Hemoglobin A1C) and this can be measured. Elevated HbA1C indicates poor control of Blood Sugars for the past 2 to 3 months.

Usually the complications of Diabetes or high HbA1C for prolonged durations will be

- Skin infections
- Eye complications
- Kidney impairment
- Increased risk of Heart Attack & Stroke
- Foot complications

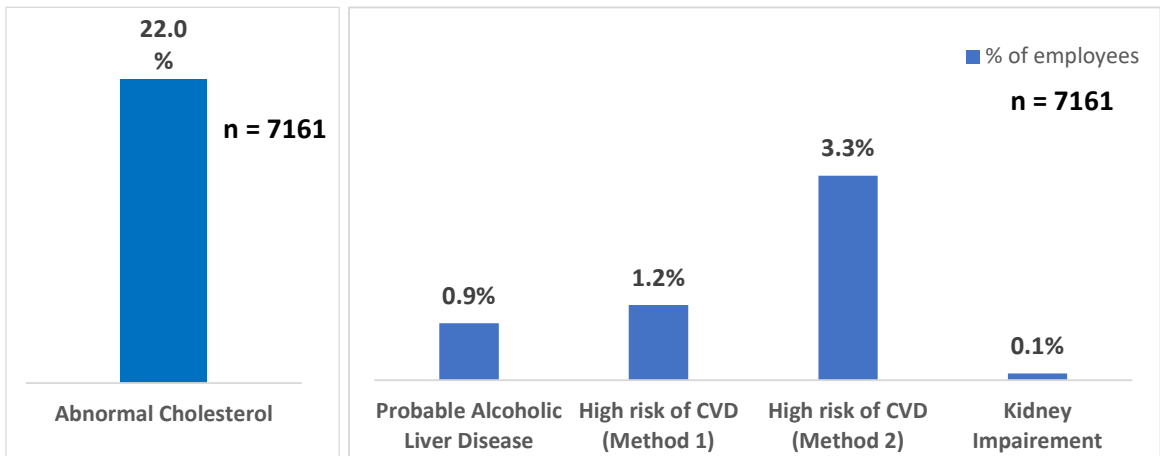
The employees will need to manage their lifestyles for good control of high sugars with diabetic friendly diet, exercise and frequent reviews with their treating doctor.

TRENDING IN REPEAT EMPLOYEES



n = 4817

IMPORTANT COMBINATIONS (Year-2023)



We have analysed your employees health data in great detail and have looked at many important / critical combinations that have significant impact on your employees' health.

WHAT DOES THIS MEAN?

1. Abnormal Cholesterol

After analysing the cholesterol values of your employees, it is obvious that they need help in this area. This can be achieved very simply by first educating them about the complications that can arise and also helping them change their food habits and their lifestyle. Taking bold steps in the cafeteria is one way to help your employees achieve their targets.

2. Probable Alcoholic Liver Disease

Liver is the organ which detoxifies the alcohol and gets damaged if consumed in large quantities over prolonged periods of time. The analysis of the liver enzymes suggests there is a probability of liver injury and probably from alcohol consumption for these employees. Abstaining from alcohol consumption and creating organization wide awareness is the best way to recovery specially for people who show liver function derangement.

3. High risk of Cardio Vascular Disease

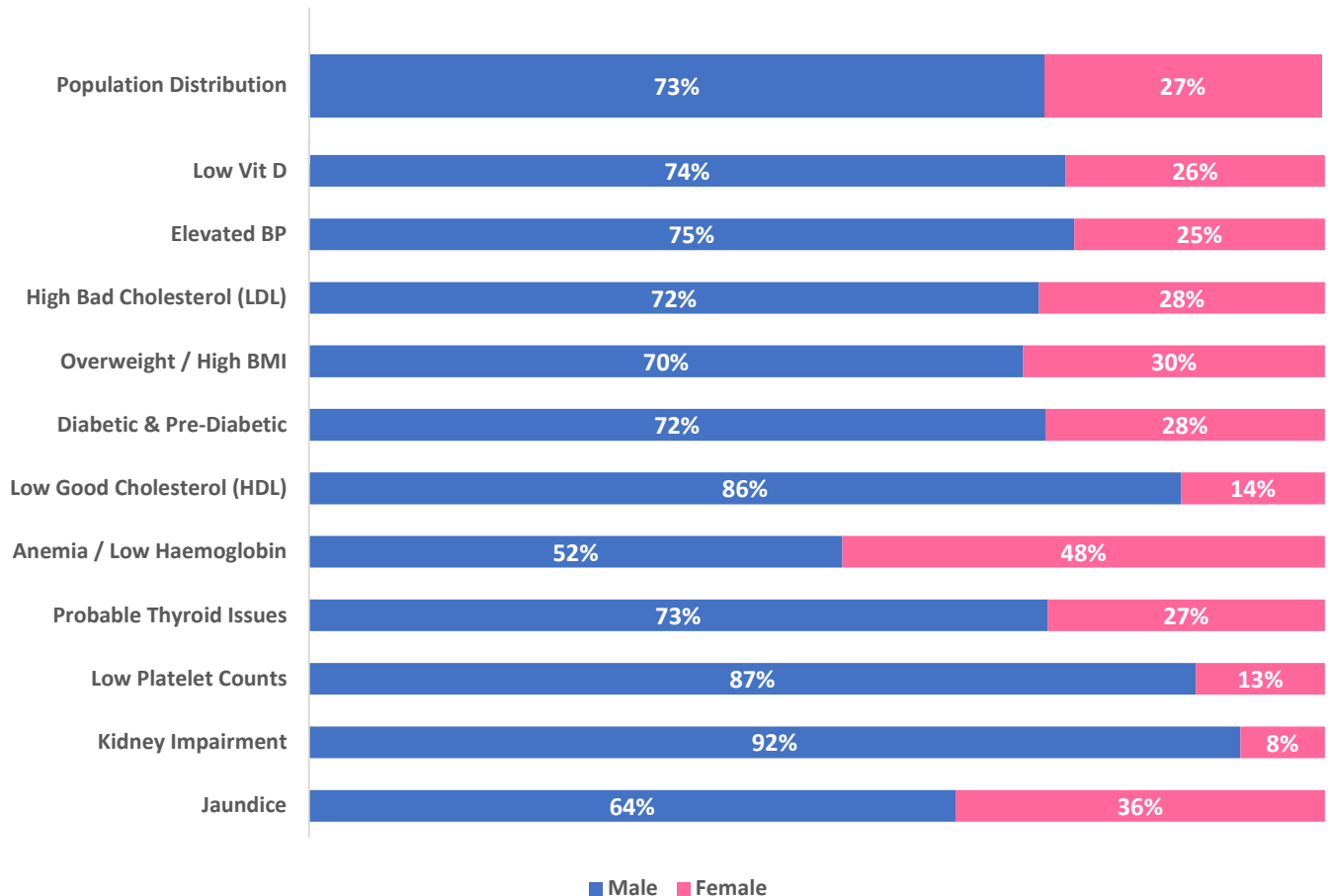
Ruptured Plaques that can lead to heart attack and stroke are caused by high cholesterol and increased levels of blood sugars. Method 1 numbers are derived using combination of Vit D, LDL & HbA1c and Method 2 numbers are derived using combination of BP & HbA1c. Employees with such conditions should consult a doctor and evaluate further.

4. Kidney Impairment

In people with high BP and high sugars over prolonged period of time, the tiny blood vessels inside the kidneys get damaged and start losing their filtering capacity. This may result in impaired kidney function. Controlling the sugars and BP for such people is the most efficient way of arresting the kidney impairment.

FOCUS GROUP (Year-2023)

GENDER WISE DISTRIBUTION OF YOUR HIGH RISK POPULATION



WHAT SHOULD YOU DO?

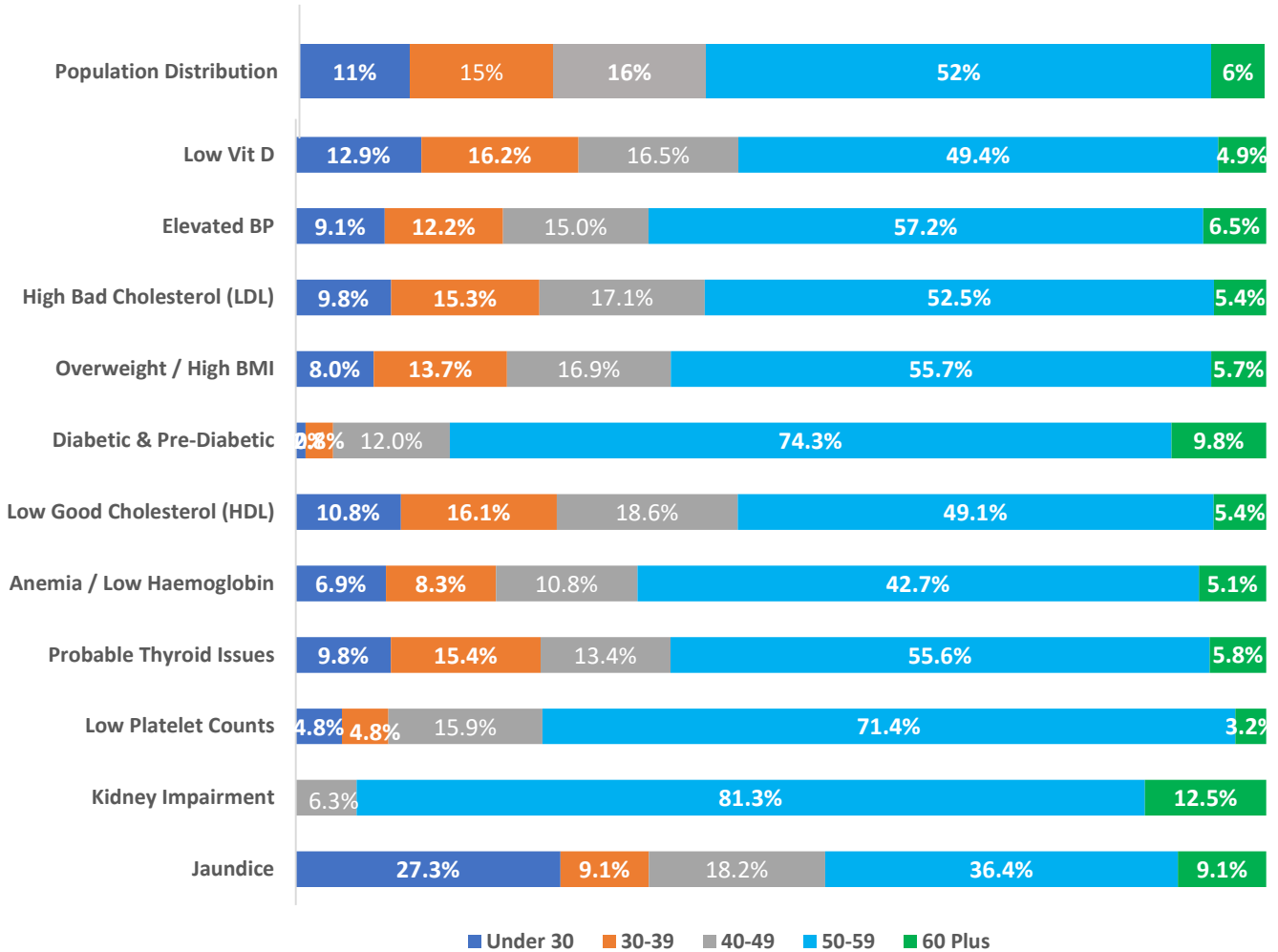
We do not promote 'Spray and Pray' ideology. Results- oriented initiatives are those programs that are carefully researched, thoughtfully designed, and flawlessly executed. Results point out that **male population** of your employees have relatively **lower good cholesterol, higher BP and lower Vit D**. The **female population** shows issues related to **low hemoglobin, obesity and higher bad cholesterol**. Since the low hemoglobin or anemia problem is predominantly present in the female population, it would be wise to create a program focused on improving the dietary iron consumption by the ladies in the company.

Of the people who have shown parametric derangement in kidney function (a serious problem), 92% are from the male population.

A well designed wellness program should propagate health and well designed nutrition and physical activity awareness can help raise health standards of your employees.

FOCUS GROUP (Year-2023)

AGE WISE DISTRIBUTION OF YOUR HIGH RISK POPULATION



WHAT SHOULD YOU DO?

A healthy younger age group eventually decides the dynamics of an organization. A healthy younger age group eventually decides the dynamics of an organization. Participants who engage in unhealthy diet and eating habits during early age are more likely to engage in those same behaviors 10 years later, which suggests a need for early and ongoing prevention efforts. For your younger age group under 40, **Vit D** is a problem that needs to be addressed. Other than that, the younger population is doing fine. **Low HDL (good cholesterol)** seems to be a problem for the age group 30 to 49.

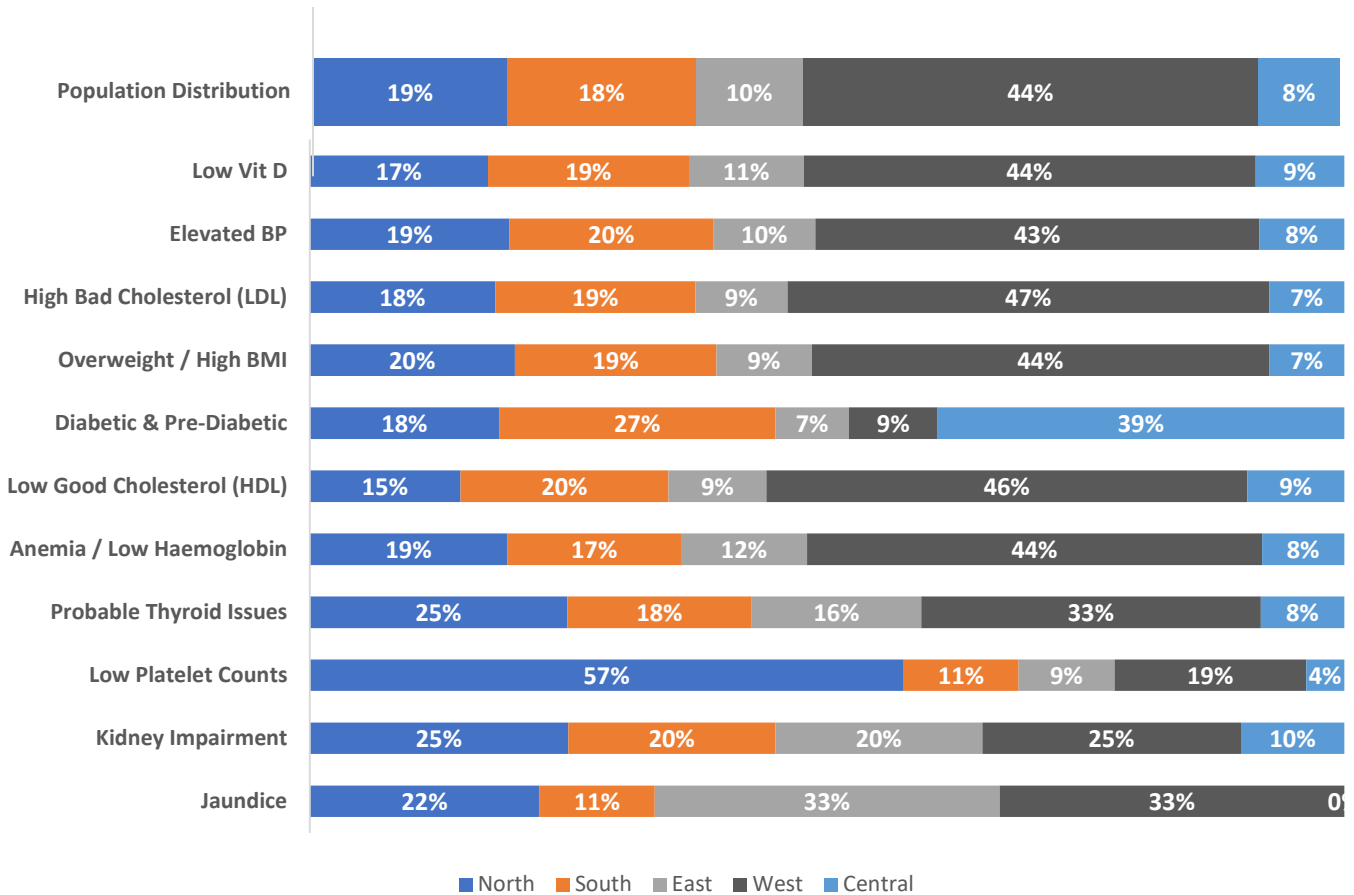
However, your bigger problems lie with the age group 50 to 59 (~52% of your total population). They are primarily affected by **high BP, high BMI, high sugar** and **impaired kidney function** issues.

High sugars, impaired kidney function and **impaired liver function (jaundice)** are also issues that your 60 plus population is facing.

Since your higher age population is the source of most of the health related problems in your organization, it is advisable for them to get into a habit of disciplined regular checkups and consultation with their physicians.

FOCUS GROUP (Year-2023)

ZONE WISE DISTRIBUTION OF YOUR HIGH RISK POPULATION



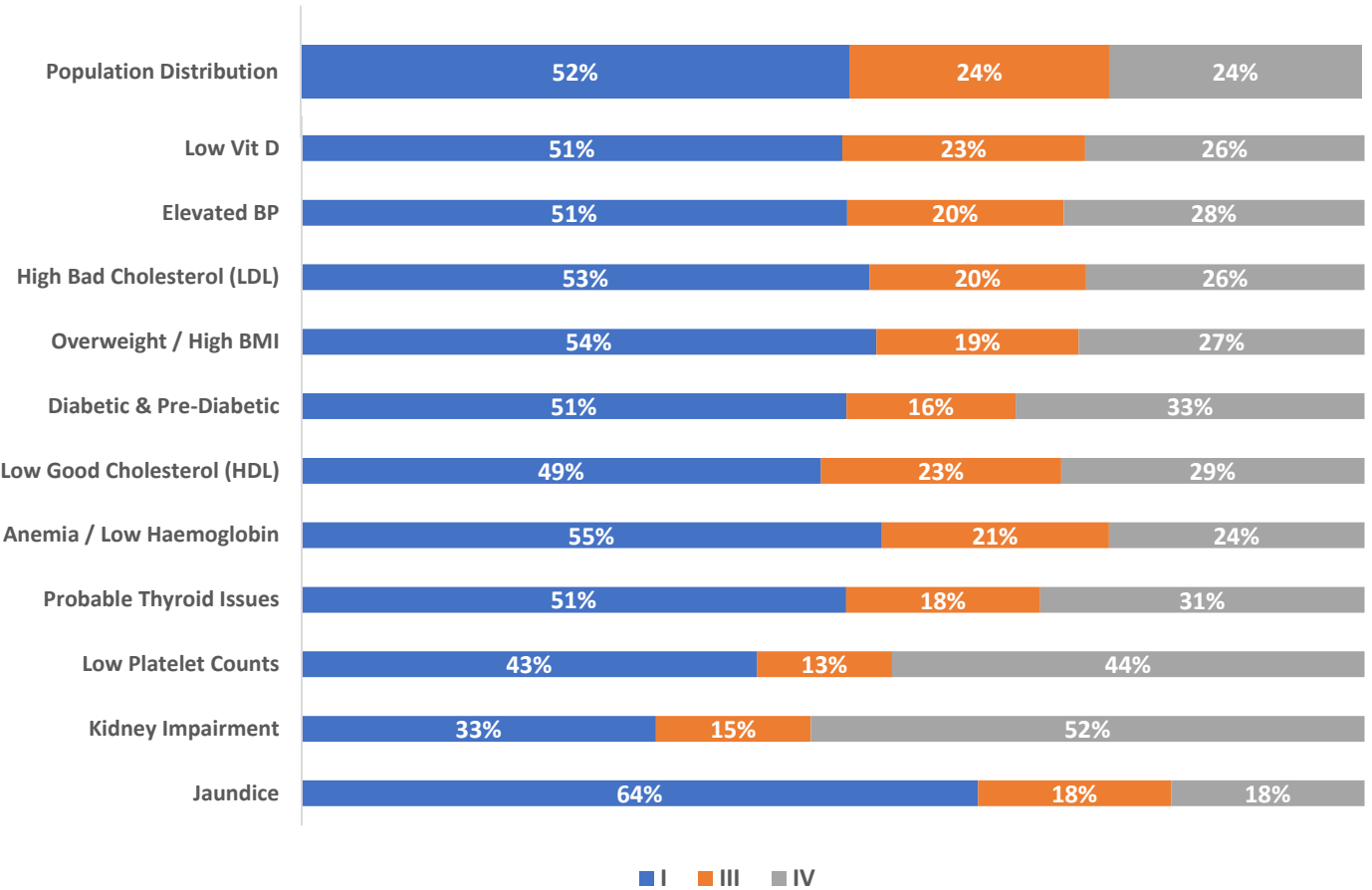
WHAT SHOULD YOU DO?

Other than **high blood sugar** in the Central and South region and **low platelet count** in the North region, all locations mostly show a uniform distribution of the problems and issues discussed in this report. So, when creating wellness programs for the various locations, it would be wise to put some emphasis in the Central, South and North regions to address their specific issues.

For example: In Central and South region, focus should be on **low sugar diabetic friendly diet** along with a **good exercise regimen recommendation**. For the Western region, however, focus should be mostly on reducing the **bad cholesterol** and improving the **good cholesterol** through proper diet control, awareness and disciplined regimen of exercise.

FOCUS GROUP (Year-2023)

CLASS WISE DISTRIBUTION OF YOUR HIGH RISK POPULATION



WHAT DOES THIS MEAN?

Other than **anemia** and **high BMI**, Class-I population seem to be doing fine with respect to the data shared.

Data on Class-III population indicates that they are all doing relatively better than others in the organization.

All the problems analyzed in the data shared are noted to be mostly localized with employees in Class-IV population. It is important to note that the most significant issues that Class-IV employees face today are **high sugars, high BP, cholesterol, kidney** and **thyroid related problems**.

It is recommended that Class-IV population be made aware of the effects of diet on their physical well being and they should be provided proper opportunities and guidance on physical activities.

WELLNESS GUIDANCE FOR YOUR COMPANY

Wellness program should be designed to bring lifestyle changes in your employees which will include, healthy diet and increase physical activity.

Diet Guidance

Healthy Hub

Cafeteria Quiz

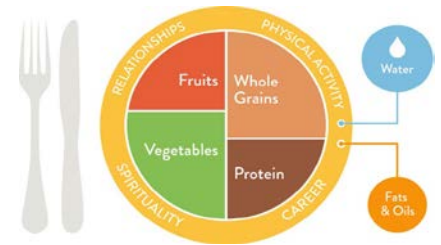
The Healthcare providers can engage the employees at the café during their lunch break with simple quizzes covering topics **Diabetes, Overweight, Cholesterol** deficiency once in a quarter

Play cards / Handouts

Handouts can be distributed educating in simple way about diet improving **Vit D, Total Iron and Vit B12**

Nutrition Plate

Sample plate with healthy options can be demonstrated which can help in educating about the diet for **Diabetes, Cholesterol and weight loss**.



Nutrition Plate

Physical Activity Guidance

Boot camps can be conducted for the employees in small batches. There will be around 20 people in each session of boot camp who will be working out on various forms of exercises to get exposed to workouts, make the first move to start workouts and enjoy it as a fun activity. This usually helps for **weight loss, bone strength and controlling BP**.

Marathon - A 2k or 5k can be organized for the employees in the campus to walk or run every 6 months. It can be even 10k if there are enough enthusiastic participants. **Pre Diabetics** picking up walking or running activities have reversed their risk of diabetes.

Wearable Devices - can be encouraged for zones with **high sugars** (Central & South Zone) and **low HDL** (West Zone) to empower the employees closely monitor their steps (aim >10000 steps a day). The 40+ employees can safely work out at their level of stamina. There can be "Step Challenge" across teams or across locations to improve the "Daily moves". This has been a successful model in Corporations to make lifestyle changes.

Wellness health talks need to be conducted to make the employees aware about **Cholesterol, Hypertension, Obesity, Diabetes and Anemia** in addition to the topic on **smoking cessation** to reduce Cardiovascular risks.

All the above Wellness programs are aimed at reducing the risk of Cardiovascular diseases ultimately, but the ones at high risk (**3.3%**) should be recommended to consult doctors for further evaluation in the form of ECG, 2D ECHO, TMT etc.

In India, exposure to sunlight between the hours of 11 a.m. and 2 p.m. will promote Vit D production through the skin. Also working out or playing outdoors helps in alleviating low Vit D.

TREND ANALYSIS (Year 2021-2023)

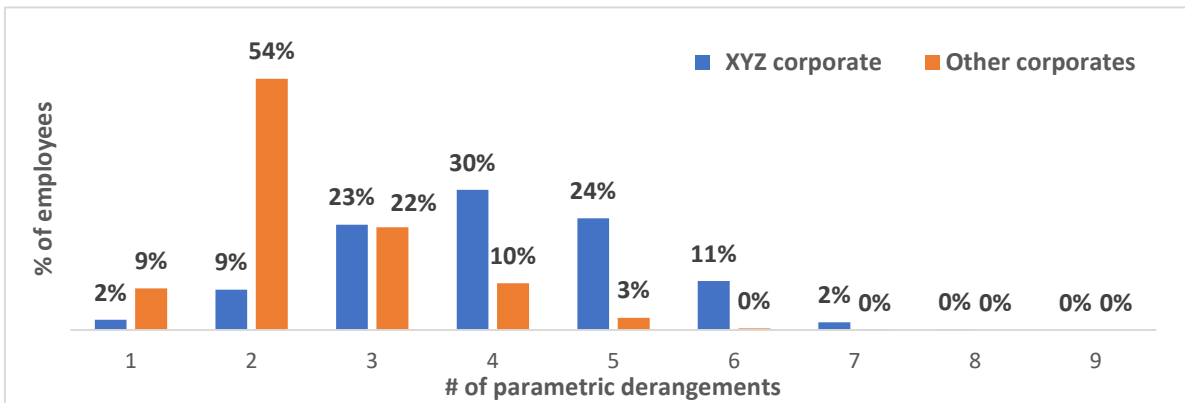
We had received good data for 7161 subjects for the year 2023. Of those, 4817 subject have performed these tests every year starting 2021. When studying data trends, we only considered data for these 4817 subjects. Based on these analyses, the following insights are drawn.

1. Positive Trends: Vitamin D, HDL
2. Negative Trends: Elevated BP, LDL, Pre Diabetic, Diabetic
3. Steady: BMI

While the group should be commended for the positive trends and the steady trends as indicated above, a significant word of caution should be conveyed for the negative trends. Specifically, the organization should be extremely cautious and pro-active about arresting the trends in elevated BP, bad cholesterol (LDL), the number of pre-diabetics and diabetics in the organization.

It is also important to note that even for those important parameters like Vitamin D, HDL, and BMI where the trends are positive or steady, the overall number of subjects that have deranged values should also be reduced to reflect at least industry standards.

CO-EXISTENCE OF PARAMETRIC DERANGEMENTS (Year-2023)



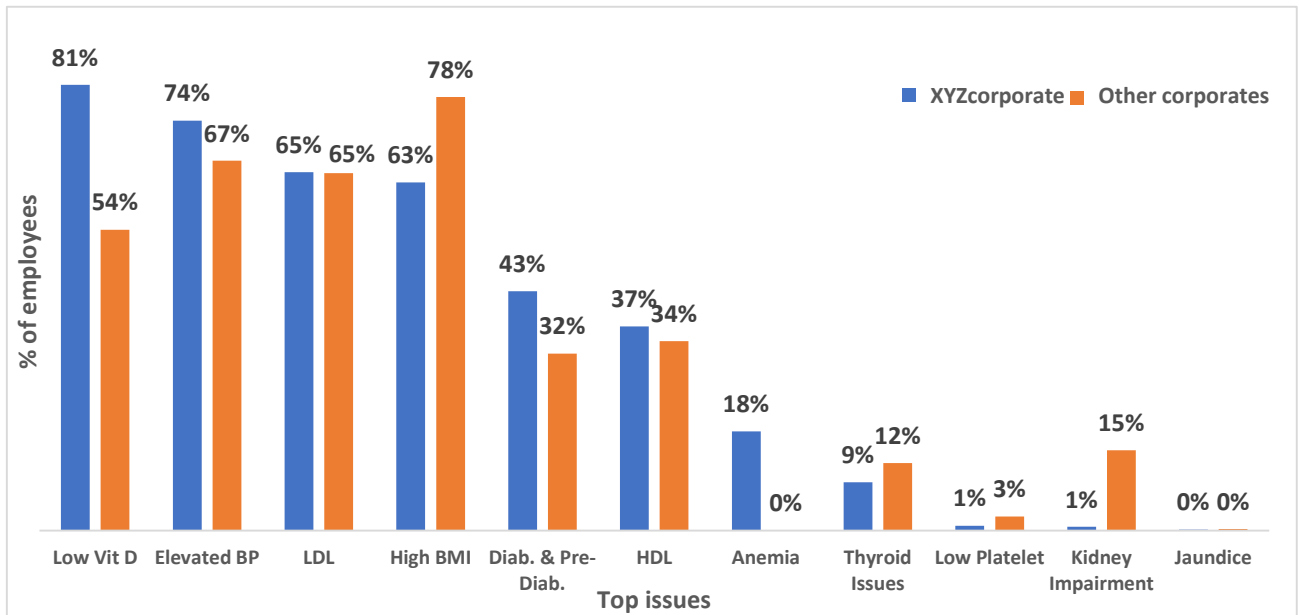
WHAT DOES THIS MEAN?

We analyzed your population on the basis of co-existence of parametric derangements. The parameters considered for this analyses were: BMI, HbA1C, Hb, LDL, HDL, TSH, Vitamin D, BP, Creatinine

As the above graph indicates, close to 80% of you population has 3-5 of the above parameters that are deranged at the same time. Majority of your population (30%) have 4 parameters that are deranged. It is important to manage these derangements as early as possible to avoid future disease complications. Proper diet, exercise, awareness, and disciplined follow-up with family doctors can go a long way in alleviating these risk factors.

Typical corporates that we have analyzed thus far (albeit, a younger age distribution) show less than 35% of the population with 3 to 5 parametric derangements only.

TOP ISSUES ANALYSIS AS COMPARED TO OTHER CORPORATES



WHAT DOES THIS MEAN?

Sugars and BP has been noted to be relatively high in **XYZ corporate** employees, compared to other corporates probably due to more than half of the **XYZ corporate** employees tested have been more than 50 years plus.

Incidentally, **Vit D deficiency** has also been noted to be an issue in **XYZ corporate** employees tested compared to other corporates which can be easily treated with awareness & oral supplements. As a corporate group percentage of employees with **kidney impairment** seems significantly lesser than the other corporates.

IN SUMMARY

7161 **XYZ corporate** employees were analyzed for the year 2023. Of these, 4817 employees have performed health checks for all the 3 years 2021, 2022 & 2023. It was noted that more than half of the population is 50 year plus. The commonest problem in almost all employees (8 people out of 10 people) is **Vit D deficiency** which can be easily treated with supplements and exposure to sunlight.

The other top 5 problems (**high BP, high bad cholesterol, low good cholesterol, overweight, diabetes**) are all modifiable risk factors to avoid future Cardiovascular diseases. Simple measures like correct diet, regular exercise, medical awareness, routine check-ups & medications can go a long way in preventing heart attack, stroke, kidney problems, vision disturbances etc. and improve the quality of life.

There were a few of employees who were noted to have very **high white blood cells** and some with deranged **kidney function** who will require further evaluation.

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