Prevention of Cardiovascular Diseases - Germany’s Largest Health Screening at the Work Place and What to Do Next…

Deutsche Post World Net is the world’s leading logistics provider. It has become a truly global and multicultural group. Our company is exceptionally multifaceted with our strong brands Deutsche Post, DHL / Exel and Postbank, offering integrated customer-focused solutions for the management and transport of goods, information and payments through a global infrastructure network. 500,000 employees in more than 220 nations worldwide are active for Deutsche Post World Net.
To be first choice for our customers around the world demands a lot of our employees and has an impact on their health as well - challenges we need to face

- A new spectrum of diseases, an increase in chronic disease, demographic shifts and changes in the social framework pose new challenges

- A health management strategy that focuses only on so called »work-related« illnesses and the reduction of absenteeism is inadequate

- A clear delineation can rarely be drawn, because factors from both work and the private sphere tend to influence one another

- The systematic planning and realisation of health promotion measures is the lever to reduce sickness rates and to improve productivity and commitment of our employees

- Healthcare and prevention measures can only be effective as part of a holistic approach – the basis of which is a culture of respect and appreciation
# Systematics of Health Promotion at Deutsche Post

## Planning/control
- Systematization and intensification of the health promotion work on all levels
  - Local Health Workgroup
  - Central Health Workgroup

## Analysis
- Preparation of **Health Reports** as the basis for local and regional health promotion
  - Knowledge from health reports
  - Evaluation of risk assessments and employee polls
  - Health circle / focus groups / early warning system

## Communication
- Motivation-promoting and cause-finding employee communication

## Prevention Measures
- **Toolbox Health Promotion**
  - 150 measures in 16 fields of prevention

### Human Criteria of Work
- Exercise habits
- Stress reduction / relaxation
- Ergonomics
- Conflict management
- Nutrition
- Stimulant and addictive substance consumption
- Healthy back
- Miscellaneous

### General Prevention/Screening Programs
- e.g. cardiovascular disease, musculo skeletal disorders, mental ill health, colon cancer, breast cancer

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Key Diseases in Prevention (I)

Four kinds of diseases cause more than 50% of the costs spent in the German health system

1. Diseases of the heart and the vessels - 35.3 Billion €
2. Illnesses of the peptic system¹ - 33.3 Billion €
3. Musculoskeletal illnesses - 24.5 Billion €
4. Psychic and psychosomatic illnesses - 22.8 Billion €

¹About 10% of the costs is caused by treatment of the mouth and teeth

Key Diseases in Prevention (II)

Main Causes for early beginning permanent disability

1. Musculoskeletal disorders
2. Psychic and psychosomatic illnesses
3. Heart diseases
4. Cancer
5. COPD
Main Causes for Absenteeism at Deutsche Post

1. Musculoskeletal disorders
2. Psychic and psychosomatic illnesses
3. Heart diseases

Challenges for Occupational Health - Increase of civilisation diseases which are not primarily work related, but which impair the employability
The term „stress” is used to define a demand on a person. Such demands are important for people in order to allow them to foster their personal development.

In its general definition, stress is defined as a reaction to a situation that is perceived as threatening – a person has the feeling that the expectations placed on him exceed his own personal capacities and that not enough resources are available for mastering the situation.

A disproportion between strain and available resources can lead to an elevated risk of the onset of the following illnesses:

I. cardiovascular disease

II. back pain disorders / musculoskeletal disorders

III. depression
Relation between felt respect and risk of cardiovascular disease

Types of rewards (gratifications):
- financial reward (salary),
- reward through respect and recognition
- reward in the form of promotion or job security

Subjective imbalance between commitment and reward

Relative risk of cardiovascular disease increases by 100%

Modified after Prof. Dr. Johannes Siegrist (Director of the Institute for Medical Sociology of the University of Düsseldorf, model presentation within the framework of the Expert Commission „On the future of corporate health policy“ 2002 – 2004)
The social status influences health

- Depending on status:
  - Influence we have on the circumstances of our life / our living
  - Chances to feel well respected and well esteemed member of society

Both factors define our illness risk and our life expectancy

A low social status favors the occurrence of heart diseases, back pain and depression

- Unhealthy habits, like smoking, little exercise and an unbalanced diet make for approximately 30 – 40 % of the social gradient
Ageing workforces, the „war for talents“ and a steep increase in chronic diseases worldwide are placing new demands on a systematic health management.

**WHO-Prognosis 2020 - widespread disease¹:**

I. Heart Diseases  
II. Depressions

**World Economic Forum:²**

Companies have a unique and vital role in improving the wellness, health and physical fitness of employees.

Source: ¹World Economic Forum - Working towards Wellness  
²WHO - Global Burden of Disease Study
Some Examples ...

"When good health is missing, wisdom cannot be articulated, art cannot be expressed, the strong cannot fight, riches become worthless, and intelligence serves no purpose."
Vorbeugen ist besser als heilen – so alt diese Weisheit auch sein mag, sie hat an Gültigkeit nicht zu verlieren. Die Früherkennung von Krankheiten, insbesondere für Herzinfarkt und Schlaganfall, ermöglicht eine rechtzeitige Frühtherapie und erhöht damit die Chance, das Auftreten von Krankheiten zu verhindern oder zu verlangsamen und die Lebensqualität zu verbessern.


Das Ergebnis des PROCAM-Schnelltests kann entscheidend in der Früherkennung von Herzinfarktrisiko sein. Wir empfehlen Ihnen, die Ergebnisse nach der angesprochenen Zeit zu überprüfen, um sicherzustellen, dass Ihre Risikofaktoren kontinuierlich abnehmen. Die Früherkennung von Herzinfarkt ist nicht nur Ihr individuelles Ereignis, sondern auch ein wertvoller Beitrag zum Gesundheitswesen. Wir wünschen Ihnen eine gesunde Zukunft!

Prevention Of Heart Diseases At The Workplace - Results

- Heart Check On The Job
  2006/2007 Germany’s biggest health screening at the work place
  - Screening-offer for 245,000 employees via questionnaire / employee magazine
  - Health Screening of 11,500 employees with self checked risks
  - 1500 Employees with middle and high risk of heart infarction within 10 years

- Results of Heart Check Screening at Deutsche Post:
  - The calculated risk to suffer from heart infarction within 10 years was approximately 20% higher for the screened population (men and women) than for the average collective outside of Deutsche Post
  - Out of this group 17% of the men have a middle to high risk to suffer from heart infarction within the next 10 years
  - Every second man and every third woman was sent to a specialist for further diagnosis
Prevention Of Heart Diseases At The Workplace - Consequences

■ For over a third of the participants direct interventions to influence the current lifestyle or to start a medical therapy with a medical specialist were initiated.

■ Examples of intervention programs
  - Quit Smoking campaigns
  - Sports-/Movement Campaigns
  - Regular offer of Health Check Up’s for employees
  - „Stress“-Coping-Programs, etc.

■ Further measures
  - Designing of special educational programs (e.g. “Leadership and Health”, Health program for trainees)
  - Creating a healthy workplace (ergonomics, workplace climate, possibility to influence one’s work)
  - Analyzing data, e.g. from health reporting, risk assessments, employee opinion survey
Facing the challenges through systematic prevention at DPWN - Our current focus project

- Disorders of the musculoskeletal system
  - Currently: Screening-offer for 245,000 employees
Summary – Our direct influence

We can actively promote our employees health through

- creating a health promoting work environment (including training and education measures)
- supporting a healthy lifestyle (individual health promotion programs) and
- a healthy dose of respect for one another

“Leadership” is a fundamental resource for health
Summary - Growing Challenges for Systematic Health Management

- **Health** is a core topic of the 21st century
  - economic
  - ethic

- Ageing workforces, the „war for talents“ and a steep increase in chronic diseases worldwide are placing new demands on a systematic health management

- The enterprises are the biggest societal setting for an effective prevention of illnesses
  - Occupational Health – as preventative medical discipline - has the key role in integrating Health Management activities in the companies
  - the Occupational Health discipline must be part of an integrated system of medical care and health promotion

- But talking about health - keep in mind - health is about quality of life…
… with other words

„You either live, or stick to your principles“

Erich Kästner
(1899 - 1974, famous German Author)