19.7% of the female employees participated. The average age among the men was 45, and 39 among the women. 42% of industrial employees, 36% of employees under a collective agreement and 21% of employees not under a collective agreement participated. In recent diagnoses musculoskeletal conditions were leading. The BMI becomes higher with increasing age, showing 23.2% of employees older than 50 a value of over 30. Accordingly, in 20.4% of employees older than 50 a prediabetes with an HbA1C between 5.7% and 6.4% could be determined. The percentage of diabetics with an HbA1C value over or equal to 6.5% was at 4.3%. Module recommendations with respect to health promoting measures were given in 60% of the cases.

Discussion Almost 50% of the employees well accept health checks for early recognition of chronic and lifestyle conditions. The proportion of 30 to 60 year olds and the proportion of men were the highest. In comparison to external health checks especially industrial employees are reached, being newly diagnosed were the highest. In comparison to external health checks especially industrial employees are reached, being newly diagnosed were the highest. In comparison to external health checks especially industrial employees are reached, being newly diagnosed were the highest.

Methods Using a Unilever designed Health Risk Questionnaire, information is collected on the prevalence of specific health risk factors. A 3rd party administered ROI (Return on Investment) tool that can measure medical and productivity risk factor costs coupled with risk prevalence of specific health risk factors, overall program costs and employee median annual compensation is used to generate the ROI. Four specific outputs are demonstrated: medical only, absenteeism only, presentism only, and overall ROI (medical and productivity combined).

Results 6 Year Aggregate (2009 through 2015): Unilever Singapore healthcare cost return-on-investment (ROI) for the participant sample over the span of 6 periods was found to be 1.72: 1. When looking at the ROI for productivity the ratio is 0.48: 1 for absenteeism, and 1.30: 1 for presentism. When healthcare and productivity savings are combined the ratio is 3.50: 1.

Discussion The Unilever Singapore program came into existence in 2009. Since then we have been able to demonstrate reduction in the prevalence of health risk factors while also showing a positive Return on Investment over the 6 year period. The findings indicate that our program is heading in the right direction and showing a positive impact on employee health and related health costs.