

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 especially diabetes mellitus, hypertension and skin diseases. Due to the standardised examination procedure the psychological stress situation can be better assessed. 18% of the participants state that they have a medium WAI while 4% have a bad WAI. The health check was well accepted at BASF and can prospectively be well evaluated relating to its effectiveness.

36 HEALTH MANAGEMENT AT UNILEVER – RETURN ON INVESTMENT: THE UNILEVER SINGAPORE LAMPLIGHTER PROGRAM (2009 – 2015)

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Introduction Lamplighter is Unilever's global health, well-being and performance program. Our vision is a culture in which employees and their families actively seek to embrace health and wellbeing. Lamplighter is an organisational well-being program designed to improve the health, wellbeing and performance of Unilever employees over a six to twelve month period by focusing on three main areas; exercise, nutrition and mental resilience. Led by the Medical and Occupational Health division, the Lamplighter program is fully integrated into Unilever's multi-national, multi-local activities to ensure that Health and Wellbeing initiatives reach across the business. **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.

361 IMPACT OF TARGETED INTERVENTION PROGRAMS WITH A HOLISTIC APPROACH TO IMPROVE THE HEALTH RISK PARAMETERS OF INDIAN WORKERS

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Introduction Increasing incomes and sedentary lifestyles have led to changes in food habits resulting in increasing trends of obesity and NCD's among workers. As simple disease awareness programs seemed ineffective in bringing about lifestyle modifications, a holistic approach to health was conceptualised by the Siemens India Health Management Team to improve the health risk parameters of workers and prevent future complications.

Methods Targeted intervention programs over 3 month duration each have been initiated since October 2015. The first FIT4LIFE Program had 50 identified Pre-Diabetic employees who had access to weekly Dietician consultation; Yoga sessions with emphasis on relaxation techniques and short modules for daily practice; and, daily walking 10 000 steps with a mobile Pedometer App. Stress Management sessions by EAP counsellors helped increase psychosocial health awareness and its connexion to lifestyle disorders. Mobile phone application was effectively used to provide motivation and positive reinforcement to the group. Baseline and final assessment data were analysed using paired t-test.

Results At the end of the first program, participants categorised under high risk for diabetes were found to have reduced their weight and a 26% reduction of HbA1c levels was achieved. It was demonstrated that 20% participants achieved weight loss between 5 kg to 9.6 kg and 30% participants achieved weight loss between 2 kg to 4.9 kg. During Final Assessment, all except 2 participants demonstrated HbA1c reduction as compared to baseline assessment stage.

Paired t-test was applied and P value was found to be statistically significant for 6 of the 8 parameters applied to the first group of 42 who completed the 3 month program.

Discussion The positive findings and success of the first FIT4LIFE Program has motivated the Siemens India Health Management Team to replicate the Program across its multiple locations covering over 500 workers in the last 18 months, thus creating a sustainable positive health impact

38 PHYSICAL FITNESS ASSESSMENT FOR PREVENTING ACCIDENT AT WORK IN ENERGY INDUSTRY WORKERS

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Introduction Physical fitness could be used to predict the prevalence of accident at work. It could be suggested that healthy employees suffer fewer accidents. The objective was to assess