

# A HEALTHY COMPANY IS A VALUABLE ASSET

Practical checklist for a healthy and vital company



Vitality means increased work satisfaction among your employees, reduced susceptibility to stress and more energy. Your people experience less stress and will fall ill less often. This is important in this tight labor market in which you badly need your employees. Are you doing the most to maintain the health and vitality of your company? Find out with this checklist.

## Safe and healthy working in accordance with the Working Conditions Act

A healthy company starts with a safe and healthy working environment. To that end, the Working Conditions Act sets out a number of requirements that you must comply with as an employer. For example:

### **You must have a Risk Assessment and Evaluation (RAE) with an Action Plan.**

The [RAE](#) identifies all the occupational risks within your company. In the Action Plan, you include how you are addressing those risks. The result: reduced absence, more efficient working and motivated employees.

- Many sector bodies provide a model RAE which you can complete for your company.
- Need help? Enable My Prevention Expert if you want to exchange ideas or if you need advice. Ask your regular contact for more information.

Tip

### **Every few years, you should offer your employees a Preventive Medical Examination or a Preventive Occupational Health Examination (PME or POHE).**

The [PME](#) gives employees insight into their physical and mental health and includes a consultation with one of our experts for concrete tips. In this way, you are promoting health and vitality within your company.

- We offer [two types of PMEs](#), which means there will always be one that suits your company.
- If you run a building firm, ArboNed offers the Sustainable Employability Analysis and the POHE in partnership with Vollandis.

Tip

### **If necessary, you can offer your employees a pre-employment physical examination.**

Medical examinations are required for some industries – for certain occupations, such examinations are even compulsory.

- With these examinations from ArboNed, you will be ensuring that your employees are able to do their work in a healthy and safe manner.
- ArboNed has its own certified (NOGEPA) medical examiners, its own examination locations and mobile examination units.

Tip

### **Your employees have the option of visiting the company doctor, for example via the walk-in surgery hour’.**

Inform your employees that they can visit the company doctor for questions about their health in relation to work, even if they are (currently) not absent from work or displaying symptoms. That way, you can prevent absence.

- Use [our model text](#) to inform your employees about the walk-in surgery hour.

**Tip**

## **What else you can do to promote healthy behaviour**

Do you have your occupational health & safety policy in order and would you like to offer support in the area of health and lifestyle? This is what else you can do:

### **You get started with the results of the PME.**

You have offered your employees a PME – what then? The downfall of many companies is that they too quickly move to treating symptoms, instead of tackling the cause. You can derive real value from the PME by promoting long-term behavioural change.

- ‘You can change ideas with an expert via My Vitality Expert about how you can make your PME into a lasting success. Ask your regular contact for more information.
- With our lifestyle workshops in groups or individual lifestyle coaching sessions, we will help your employees to improve their lifestyles.

**Tip**

### **Set a good example.**

Is lifestyle an area of concern for your company? Then communicate the importance you attach to it as a manager. Set a good example!

- Do you expect your employees to strive for a good work-life balance, for example? Then set a good example yourself and do not send emails and apps in the evenings or weekends.

**Tip**

### **Know what the issues are for your employees by talking to them.**

Keep talking to your employees about their health and vitality. If you know how they are really doing, you will be able to act appropriately.

- Involve your employees in your ideas. By thinking about what needs to happen together, the actions you decide on are more likely to succeed. .

**Tip**

### **More information?**

[Arboned.nl/en/improving-health](https://Arboned.nl/en/improving-health) or  
[Arboned.nl/gezond-bedrijf](https://Arboned.nl/gezond-bedrijf) (Dutch)

**ArboNed**