Focus on South Africa: Employee Health and Wellness Programs
Join us on May 3rd as Dr. Murray Coombs, Health Director for Dow Europe, Middle East and Africa outlines how employee health programs are governed within the South African legal framework and provides benchmarking information from his role at The Dow Chemical Company in Bryanston, Johannesburg, South Africa.
• Global Business Group on Health members are instituting a variety of health and wellness programs in South Africa to address HIV/AIDS and other chronic diseases, as well as to promote the appropriate use of preventive services and improve work-life balance.

• It is important, though, that as employers develop these programs they take legislative and regulatory issues, as well as employee engagement strategies, into account.
Focus on South Africa: Presentation Outline

- Legislative Framework
- Disease Burden
- Work place health
- Dow programmes
Constitutional and Labour Law

Constitution

Health Laws governing the workplace

Central and local government

Health, Labour, Environment

Citizen rights
Legislative Framework

More than 170 Environmental, Health and Safety Legal requirements

- Health – DOH (HPC/alt Med/OH)
- Labour - DOL
- Environment – DEA/T
- Mining
- Manufacturing
Constitutional and Labour Law

- Constitution
- Labour Laws
  - Employees
  - Govt
  - Unions
  - NEDLAC
  - Employers

Citizen rights
More than 170 Environmental, Health and Safety Legal requirements

- Labour Relations Act
- Basic Conditions of Employment
- Employment Equity
- Occupational Health/Mine H&S
- COIDA/ODIMWA
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- Labour Relations Act
- Basic Conditions of Employment
- Sick leave (3 days sick note)
- Incapacity/Disability
- Shift work
- Pregnancy
Public Sector – R100b

Private Sector – R100b

National Health Insurance

Company Medical Services – Permit DOH

FDI/Aid – PEPFAR/USAID/DFID etc
South Africa WHO - Burden of Disease

Hyperlink/switch to 2 PDF files on SA
The image shows two pie charts, one labeled "NAMET mortality" and the other "SAMET mortality." Each chart is divided into various sections, each representing a different cause of death. The percentage of each category is indicated, with the largest section in each chart being white, followed by various colors for other categories. The categories include Trauma, AIDS, Cardiac, Cancer, Respirat, Gastro, Renal, Diabetes, Neuro, Malaria, and Other. The percentages range from 2% to 64%, with Trauma and AIDS being the largest categories in both charts.
Employer Response

- Company clinics – OH
- Medical insurance/aid
- Emergency/travel
- Wellness
- EAP
- Integrative medicine
Employer Response

- Self/Best Practice
- Sector approach – CAIA, COM, AMCHAM etc
- Join forces with union/govt
- FDI/AID/PPP
Employer programmes

*From minimal to comprehensive – lack of inspectorate*

- King 3 - GRI/Sustainability
- Company accreditation – OHSAS/SANS/ISO
Additional expertise to Dow HS core programmes

- EAP
- Wellness/Health promotion
- Incapacity/Disability/Case management
- Travel/emergency/expats
- Productivity/Costs/absenteeism/presenteeism
Occupational Health

- Labour Relations Act
- Basic Conditions of Employment
- Employment Equity
- Occupational Health/Mine H&S
- COIDA/ODIMWA

More than 170 Environmental, Health and Safety Legal requirements
OREP/FFD

- 2.7 m accidents and diseases
- +R3b – manu and mining

- Class action – Asbestosis, manganism, silica, TB
HIV

- Life threatening diseases
Dow Response - HIV

- 1989 LTD Policy
- Mid 90’s impact model
- Treatment by 1998
- Deaths 50% of all in service deaths – 2000
- Implement BP in Medical insurance/case management
- 2012 - Prevalence less than 5 %, no deaths for 4 years.
Dow Health Services
Local supported by global - BP
ODMS – Policies and procedures – audit
10 Year Preventive Health Goals – 15 reduction risk 12 risk factors - 2015
Healthy work place Index – global comparative data
Functions support – HR, Sustainability, PA, CSR, Business – GCRM – hours/value
Communications – Intranet, MOC, updates, networks,
Final Notes

• Best Practice in SA and Africa is possible
• Complex environment - beware of simple answers
• Scarce resources – partnerships are imperative
• Plan, implement, check - data, review, plan
Thank you

Q&A