

Sanlam Health Solutions



Sanlam Employee Health Risk Management

| About Sanlam Employee Health Risk Management

Healthy employees are essential to keeping a business productive, sustainable and achieving its objectives. Our risk management programme offers a range of disease risk and treatment management services, underpinned by data-driven decision-making and clinical best practice, that support employees to manage their conditions, improve health outcomes and enjoy a better quality of life.

Confidence Rule 31:

IF YOU CARE ABOUT IT, YOU SHOULD COVER IT.



We believe that early identification, preventative care and personalised interventions can drive sustainable, effective and high quality care.

What we offer

High risk beneficiary management

We identify high-risk employees using a predictive model in combination with other clinical indicators. This helps us to deliver optimal health outcomes for beneficiaries, empower healthcare providers as the central coordinator of care, and reduce downstream costs by preventing complications and conditions from getting worse.

Emerging risk beneficiary management

The first step in managing disease is being able to identify employees who are at risk and intervene as early as possible to prevent any potential decline in their health. Once we know who they are, we can promote good health behaviour by encouraging positive lifestyle changes and providing programmes that support their journey.

While this intervention puts employees on a path to better health, it also promises significant savings in ambulatory, chronic and in-patient costs for this cohort of members.

Diabetes management programme

We give members greater access to specific benefits to help them manage their diabetes as well as educational material to support better decision-making. Our diabetes programme has shown an increase in medicine adherence, HbA1c test coverage, and improved HbA1c results.

Risk stratification is used to ensure that the intensity of interventions matches the clinical and financial risk. Members are identified and engaged throughout the disease continuum - from the pre-diabetic to diabetics who are identified as critical risk.





Mental health programme

This essential programme is integrated into the entire health system to ensure that clients have access to the support they need. All employees, including those who are mentally well and low risk, can access virtual consultations and general practitioners who are skilled at identifying mental health conditions.

We support these employees with educational material and self-help tools on purpose-built platforms. Digital tools are essential in helping identify and manage mental health conditions effectively. These tools feed into the mental health programme where members have access to enhanced out-of-hospital benefits as well as support through basic psychoeducation and referrals to local resources. Where employees are at high risk of a mental illness, a referral to a psychiatrist and possible hospitalisation to provide appropriate care is supported.

Weight management programme

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Weight management plays an important role in both preventing and managing chronic conditions. Increased BMI and waist circumference are associated with an increased risk of diabetes and hypertension as well as their exacerbation.

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Our three-month programme, run in partnership with BASA (the Biokinetics Association of South Africa), has helped many participants lose weight and also saw elevated blood pressure readings normalised.

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The programme also includes access to a Health Reimbursement Arrangement (HRA), three assessments by a biokineticist, nine exercise sessions (individual or group) and access to a psychologist and dietician, if necessary.

Back and neck programme

Conservative back care is the best way to manage chronic back pain and an interdisciplinary, functional biopsychosocial approach is most effective. The use of DBC (Documentation Based Care) facilities has been shown to improve a person's quality of life by reducing pain and improving functionality. The programme also reduces admission rates for back-related issues.

Where a clinical need is determined, employees can access the programme through pre-authorisation processes and self- or provider referrals. Our predictive model also enables us to proactively identify members who may benefit from this programme, thereby curbing surgical admissions. Care coordination is an essential element in disease management and the treating provider is kept informed of all patients referred into the programme.





HIV programme

HIV-positive employees who are healthy are absent from work far less than those who are unwell. This has a real impact on a business in terms of lost work hours and productivity.

We partner with AfA to provide a Clinical Disease Management Programme (CDMP) that promotes health and wellness through **testing, treatment with ARVs** and **viral suppression** and gives employees living with HIV the care, treatment and support they need to manage their health for the long term.

Benefits	Core components of the CDMP
<ul style="list-style-type: none"> ④ Healthier employees who enjoy a good quality of life ④ Improved productivity at work ④ Reduced sick leave, absenteeism and overtime ④ Lower recruitment and retaining costs ④ Better company morale ④ Fewer HIV-related issues for managers to solve 	<ul style="list-style-type: none"> ④ Case management ④ Medicine review ④ Patient education ④ Health-status monitoring ④ Patient compliance ④ Clinical oversight ④ Data analysis and reporting ④ Claims administration

With Sanlam Health Solutions, you can be confident that all your employees' healthcare needs are covered with accessible, affordable solutions that are right for them and your business.

Contact us

If you have questions or require further information, speak to your Sanlam Health Solutions consultant or contact us.

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