



Secure Tomorrow

Minet

AON

| Global Network Correspondent

Welcome to Wellness

Risk. Reinsurance. People.



Live a Better Life,
be the best version
of yourself.



Background

Wellness is a state of being well, a way of life, a choice, and a lifestyle designed to achieve a person's highest potential for well-being. It is an aspect of health cost management that focuses efforts on maximizing an employee's general health. Minet's wellness program is designed to improve the health and performance of employees by engaging, educating, exciting, and motivating them to take personal responsibility for their health and make sustainable changes.

Wellness Facts

- ✓ A healthy workforce has a direct effect on the overall performance of an organization
- ✓ A successful corporate wellness program takes time and constantly evolves so it can be integrated into the fabric of the company's culture
- ✓ Corporate wellness is not just one solution. It is the culmination of many solutions that work together under one strategy
- ✓ Corporate wellness involves layers of physical activity, education, communication, incentives, and a long-term commitment.
- ✓ Behaviors such as lack of physical activity and failure to complete recommended preventive screenings, account for the top 15 chronic conditions that lead to higher medical costs and increased absence from work





Despite fast growth, the healthcare insurance market is loss-making. Why?



Non-communicable diseases
- sedentary lifestyle



Inflation



Moral hazard



Fraud



Unethical market practices - premium undercutting



Overtreatment



Poor quality of care:-misdiagnosis, multiple visits for the same condition, Poor Health Record

wellness is considered, "an active process through which people become aware of, and make choices toward, a more successful existence"

About the program

The Minet Wellness Program is a bespoke wellness solution that encompasses the 8 dimensions of wellness. Minet uses an integrated approach involving the employer and employee and creating a solid understanding of sustainable health, well-being, and productivity. The solution is premised on principles of public health.

Risk factors & behaviors

Some of the health hazards employees get exposed to include:

- Sitting or working in awkward postures (a common risk behavior)
- Visual Glare
- Noise
- Dust
- Manual handling

Scope of wellness services

1. Health Risk Assessment
2. Health Education & Advocacy
3. Workplace Programs
4. Chronic Disease Management Program
5. Minet Concierge Services
6. Employee Assistance program
7. Occupational Health Management
8. Vaccination Programs - Influenza, Cholera, COVID 19, Typhoid etc

9. Training

- Peer Counselling/Mental Champions Training
- Wellness Champions Training
- Psychological First Aid Training
- Nanny/ Baby Minders Training
- Accountable Leadership Training
- First Aid Training
- OSH trainings
- Fire Safety
- Ergonomics
- Voice & Hearing Conservation



MEDICINE
HEALTH
TREATMENT
DOCTOR
SURVEY
RECIPE

Health Risk Assessment

This is conducted in two ways:

Behavioral Health Risk Assessment: a health survey that will provide a baseline for behavior change interventions and serve as a benchmark for successive tests. This will aid in establishing an index for organizational performance on a periodic basis.

Clinical Health Risk Assessment: this is health screening aimed at early detection of diseases.

Health education and advocacy

The Minet health education and awareness program is geared towards health promotion through empowerment. Members get access to health information and latest development trends in health care. This is as per below guiding principles.

Health education provides relevant information, also facilitates health related behavior change. Health education encourages self-care, self-empowerment and ultimately, less dependence on the health care system.

Health education enables customers to maintain voluntary control over the decision to make changes in their action.

Regular virtual health session by health experts
Newsletters- Minet will provide articles on emerging trends for incorporation into the company newsletters.



Workplace Programs

The workplace program has been designed to provide support to employees/dependants living with HIV/AIDS through comprehensive care, treatment and prevention of HIV/AIDS.

The Workplace Program (WPP) embraces the principal of confidentiality and access to care by our accredited healthcare providers is strictly through CODES that are generated by the Minet clinical team. With our 24-hour call centre, Employee Assistance Centre and case management, staff are well assured of round the clock service delivery.

Chronic Disease Management Program

The Minet Kenya Chronic Disease Management Program provides specialized patient management services for people with chronic conditions such as HIV/AIDS, diabetes, organ failure, hypertension, asthma, etc. The disease management program works directly with patients, and hospitals to improve clinical and cost-of-care outcomes, and to enhance the quality of life for the chronically ill. Staff are enrolled into a rehabilitation program aimed at modifying health lifestyles and preventing complications related to chronic disease

Our methodology towards Disease Management Program involves

- ✓ Screening services for early detection
- ✓ Care calls and follow up after wellness checkups
- ✓ Specialist Referral
- ✓ Concierge services
- ✓ Benefits to the member
- ✓ Expert provider linkages
- ✓ Expert provider linkages
- ✓ Medication at reduced cost and at annual standard costs
- ✓ Access to Health Information and relevant alerts
- ✓ Free Health Coaching
- ✓ Comprehensive monitoring of progress-digital services
- ✓ Free delivery of medication





Minet Concierge Services

The Minet Concierge Program uses data-analytics platform to source for medicine at the lowest prevailing prices from various pharmaceutical importers/distributors and deliver the prescribed drugs to members at the office or at a convenient pick-up location. The program guarantees convenience, cost-saving and reduces absenteeism.

Employee Assistance Program

This program provides psychosocial support to staff and their dependents. The Employee Assistance Program is provided through an EAP centre that is manned by qualified counselling personnel. This is provided using a Six-fold approach:

Tele-counselling approach: through the psychosocial support centre, we provide tele-counselling & short-term psychosocial counselling.

Virtual Counselling: through virtual platforms – zoom, teams etc
Booked sessions, face to face counselling sessions at our counselling facility at the convenience of the individual staff

Outreach Sessions: This involves offering psychosocial support at the client's premises or away from the EAP centre.





Group counselling and bonding sessions– This ranges from group debrief sessions following catastrophic events; family therapy and bonding sessions and other events affecting staff as a group at their workplace

Specialist referral cases: this refers to cases requiring specialized interventions such as; drug and alcohol abuse, marital issues, suicidal tendencies/attempts and others including coping and living with chronic disease. Minet works closely with Rehabilitation Centres to facilitate and promote alcohol screening assessment and support.

Occupational health management

According to the Kenyan Occupational Health and Safety legislation, an employer is obliged to provide safe premises, safe systems of work and information, instruction, training and supervision within a suitable working environment and “ensure the workplace health and safety of each of the workers” (Occupational Safety and Health Act (OSHA) 2007. It is mandatory that all employers adhere to the legal requirements as outlined by OSHA (Occupational Safety and Health Act) 2007 under the Ministry of Labor in Kenya. **Some of the health hazards employees get exposed to include:**



Sitting or working in awkward postures
(a common risk behavior)



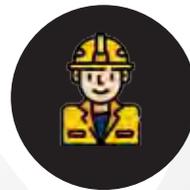
Visual Glare



Noise



Dust



Manual handling



Minet provides a wide range of occupational health solutions such as:

- ✔ Workplace Risk Assessment/Survey
- ✔ Ergonomic Assessment/Survey
- ✔ Statutory Medical Assessment – pre-employment, annual, and exit medical exams.

Training Program

Wellness Training

Minet links Information, education, and communication to help individuals or groups reflect on their risk behaviours and change them to reduce vulnerability. This is done through the training of wellness champions who serve as change agents that initiate actionable processes of adopting and maintaining healthy behaviours.

Wellness champions are strategically placed to initiate wellness programs roll out, promote employee buy-in and monitor the effectiveness of wellness activities using participatory approaches.

Components of Wellness Champions training:

- ✔ Behaviour change communication approaches and the workplace wellness program
- ✔ Understanding lifestyle-related diseases and their prevention program (Diabetes mellitus, Hypertension, Cancers, Obesity, and HIV/AIDS) and Nutrition
- ✔ Designing a holistic workplace wellness program
- ✔ Initiating and Sustaining Strategic Workplace Wellness Program (SWWEP) at the Workplace
- ✔ Program monitoring and evaluation





Sample Training Outline

Day One	Day Two	Day Three
<ul style="list-style-type: none"> • Arrival, registration, and Nutritional assessments • Overview of Strategic workplace wellness program • Nutrition and healthy lifestyle options • Introduction to Strategic behavior change Communication approaches • Understanding lifestyle-related diseases; Hypertension, Diabetes Mellitus, Cancer, and Obesity. • Stress Management at the workplace; susceptibility, effects of stress, and communication. 	<ul style="list-style-type: none"> • Behavior change communication in the adoption of healthy lifestyle options. • Group work, Case studies, and experience sharing • Peer approach to nutrition and prevention of chronic diseases. • Introduction to alcoholism and drug abuse • Comprehensive HIV AIDs care, prevention and treatment at workplace 	<ul style="list-style-type: none"> • Understanding the roles and responsibilities of wellness champion at work place • Designing a workout schedule and workplace ergonomics assessment • Monitoring and evaluation of workplace wellness program • Developing a strategic wellness program calendar





Mental Health Training Program

Today's dynamic lifestyle provides myriad of challenges which affect employees in diverse range. The pressure to perform and meet expected business results is a risk to psychosocial dysfunction at the workplace leading to incidences of absenteeism, stress and productivity loss among workers. This program is therefore a defined mitigation plan to address employees' psychosocial needs and provide access and support and attend to issues emanating from:

- ✓ Personal and work-related stressors
- ✓ Post-traumatic events or incidences
- ✓ Counselling for bereavement & other loss situations
- ✓ Stress associated with chronic diseases and HIV/AIDS
- ✓ Alcohol and drug abuse
- ✓ Sexual abuse and gender violence and Increased suicides
- ✓ Domestic violence

Mental Health Peer training

To facilitate access and utilization of the existing psychosocial support program to employees and their dependents, Minet helps the organization develop Peer counseling. The objectives of the Peer Counselling training are:

- ✓ To assist participants to understand the tenets of one's psychosocial well-being
- ✓ To understand mental health and the manifestations of psychosocial issues at the workplace
- ✓ To understand the existing structures of psychosocial support and referral mechanisms for support



Training Duration

- ✓ Option 1; A two day physical training organized at the worksite with a maximum capacity of 25 participants
- ✓ Option 2: Virtual online training takes 3 days starting with 25 participants

Training Content

- a) Mental health risk pre-assessment
- b) Introduction session and objective setting
- c) Understanding an individual's self-concept
- d) Personality types and their influence on an individual's behaviour
- e) Understanding mental health and mental disorders.
- f) General manifestations of mental illnesses-what to look out for.

✓ Depression	✓ Bipolar disorders
✓ Anxiety	✓ Suicidal tendencies
✓ Mood disorders	✓ Others...PTSD, Burnout...
- g) Contemporary psychological health issues affecting peers at them Workplace
- h) Peer approaches in promoting workplace psychological well -being
- i) Qualities /attributes of a peer counsel lor-GROUND RULES in peer counselling
- j) Understanding the roles and responsibilities of first aid peer counsellor

Mental health survey; It is recommended that a mental health assessment survey to be undertaken, albeit anonymously across the organization other parameters to be included are gender, age, department and tittle to assist align the mental health issues with the respective regions and/or departments for ease of targeted/ objective centred interventions.



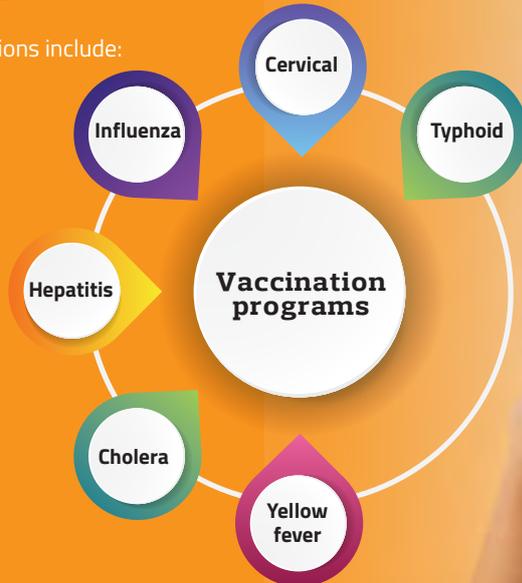


Vaccination programs

Vaccination is a simple, safe, and effective way of protecting people against harmful diseases before they encounter them.

Minet facilitates countrywide workplace-based vaccinations based on prevalence of diseases and need.

Vaccinations include:

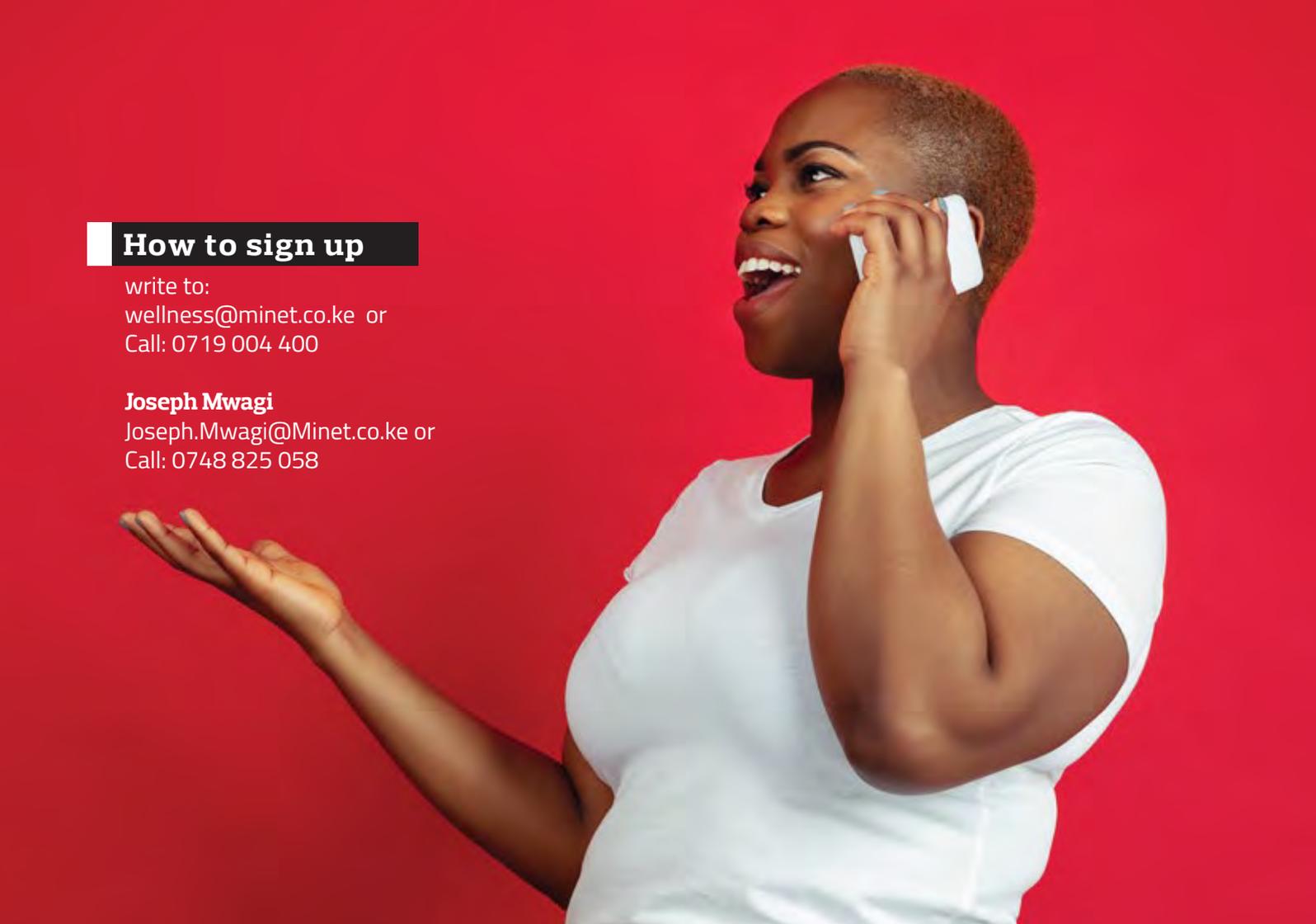




Clients on the program



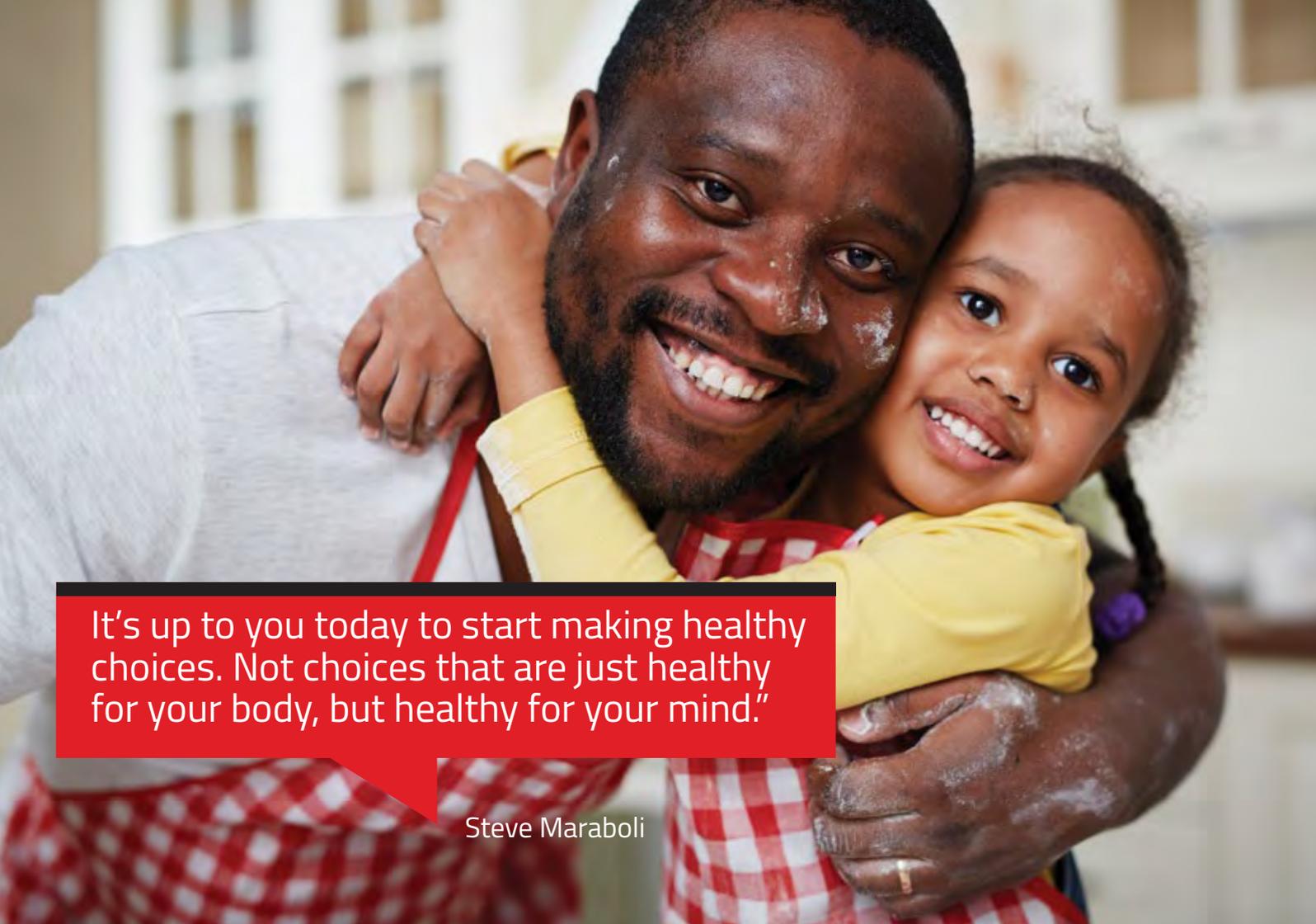
All the 350+ healthcare clients enjoy wellness as a value add service.



How to sign up

write to:
wellness@minet.co.ke or
Call: 0719 004 400

Joseph Mwagi
Joseph.Mwagi@Minet.co.ke or
Call: 0748 825 058



It's up to you today to start making healthy choices. Not choices that are just healthy for your body, but healthy for your mind."

Steve Maraboli



Secure Tomorrow
Minet

AON

| Global Network Correspondent

Thank You

Risk. Reinsurance. People.

 [Minet Kenya](#)  [Minet_Kenya](#)  [Minet Kenya](#)