

health investment

health investment effect

Management issues to be solved through health management

Indicators regarding the status of health investment policy initiatives

Indicators related to changes in awareness and behavior of employees, etc.

Final health-related target indicators

Related to a variety of benefits health investments

Establishment of occupational health system (health management office, collaborative health, medical mutual aid association, etc.)

All employees undergo full medical checkup (periodic health checkups)

stress check

Establishment of systems beyond legal requirements (leave reinstatement, flex, special leave, benefits, etc.)

System implementation and maintenance (Growbase, apps, PHR utilization, etc.)

provision of information (health support websites, health newsletters, etc.)

Conduct various surveys

Visualization and analysis of various data

Provision of data on working hours, etc., promotion of planned consecutive vacations and special leave acquisition, etc.

Proposal of improvement measures based on efficient business execution questionnaires

Promotion of post-health checkup measures (recommendations to undergo a thorough examination and reexamination, etc.)

Conduct mental health care interviews

Implementation of health events

Various training programs, seminars, e-learning, etc.

Enhancement and dissemination of consultation services

Embodiment of the JERA Health EX model

Workplace improvements based on stress check results and other surveys

Reduction in overtime hours worked and vacation time taken

Percentage of patients receiving a full examination and reexamination

Percentage of health guidance (including FOSHU), satisfaction

Interview implementation rate, satisfaction

Event participation and satisfaction rates

Attendance (participation rate) and satisfaction with seminars, e-learning, training, etc.

Recognition rate

Percentage of EX Model Achievers

Stress check group analysis results, inspection rate

Reduction in the percentage of workers who work long hours
Improve vacation utilization rate (including special leave)

Treatment action rate (treatment neglect group ratio)

Improvement of stress levels in the workplace (support from supervisors and co-workers)

Improvement of lifestyle-related indicators (exercise, diet, sleep, smoking, oral care, etc.)

Improve health literacy

Reduction in total actual labor hours

Zero new absences from work due to work-related reasons*, mainly mental health

disease prevention (Reduction of health checkup findings rate)
*Focus on physical aspects

Creating an environment where work and life can be harmonized by promoting work-life balance
(Improve Work Engagement)

Creating a workplace where JERA Group employees can work safely and comfortably, both physically and mentally
(Reducing presenteeism/absenteeism)

Improve individual and organizational performance by promoting daily healthy habits
(Reducing presenteeism/absenteeism)

Creating a foundation for all JERA Group employees to take on challenges in good health and with peace of mind