Benefits and Well-Being Benchmarking Survey Results
Poland
Overview

Large global employers with operations in Poland are interested in helping local employees live healthier lives. This survey asked employers about the status of their benefits and well-being initiatives, vendor partners and priorities for the next 2 years.

This report breaks into three sections as shown on the left. Please note that on slides 11-19, the data are relevant to **Benefits** and **Well-Being**.
How many employees does your company have in Poland?

- Less than 500: 39%
- 501 - 1,000: 28%
- 1,001 - 5,000: 17%
- More than 10,000: 17%

Sample Size = 18
How does your company provide medical insurance benefits in Poland?

- 88% Fully Insured
- 12% Self-insured

Sample Size = 17
Changes in Medical Premiums Between 2016 and 2017

By what percent (%) will your company’s medical premium increase or decrease?
- **Company A**: Increase of 2%
- **Company B**: Increase of 5%
- **Company C**: Increase of 7%
- **Company D**: Increase by 200%

Factors which drove increase:
- Enhancements to plan
- Increased usage
- Increase in numbers following acquisition
- Indexation rate
- Medical inflation
In Poland, which of the following does your medical benefit cover?

- **Outpatient care**: 86%
- **Maternal health and healthy pregnancy**: 64%
- **Recommended preventive care (e.g., immunizations, screenings, etc.)**: 64%
- **Inpatient care**: 57%
- **Mental health**: 57%
- **Outpatient prescription drugs**: 57%
- **Critical illness/dread disease**: 43%

Sample Size = 14
In Poland, which of the following other health benefits does your company provide?

- Employee Assistance Program (EAP): 69%
- Vision: 54%
- Dental: 46%
- Physical Therapy: 31%

Sample Size = 13
Does the employee contribute to health care costs?

- No: 47%
- Yes, through a premium contribution for dependent coverage only: 33%
- Yes, through a premium contribution: 20%
- Yes, at the time of service: 7%

Sample Size = 15
Employer Leave Policies for Employees with Expanding Families

Maternity Benefits/Leave
- 16 weeks (18 weeks for subsequent births; 26 weeks for twins or multiple births)
- 20 weeks
- 24 weeks at 100% pay or 48 weeks at 80% pay

Paternity Benefits/Leave
- 2 weeks
- 6 weeks at 100% pay (in addition to maternity leave)

Parental Leave
- 32 weeks
- Either parent can take up to 3 years until infant is 4 years old
Employer Leave Policies for Employees with Expanding Families (Company A Example)

Maternity Benefit/Leave Policy
• 20 weeks and an additional 32 weeks extension for parental leave *longer leave available for multiple births at one time
  • Women are entitled to sick pay which covers 100% of salary instead of 80% of salary

Paternity Benefit/Leave Policy
• 2 weeks
• Fathers have the option of taking part or all of maternity leave (portion or part of 32 weeks)

Other Leave
• Child-education leave
• Childcare leave – 2 days off per calendar year for parents of children up to the age of 14
How would you rate employee health as a company priority in Poland?

Sample Size = 17

Employee Health

1 = Low Priority

33% 33% 22%

2 3 4 5 = High Priority
Which of the following health promoting benefits or services do you provide employees in Poland?

- **On-site seasonal flu vaccine**: 33%
- **Fitness Centers**: 8% (ALL locations), 8% (SOME locations)
- **Healthy Dining**: 8% (ALL locations), 8% (SOME locations)
- **On-site medical clinic**: 15% (ALL locations)

**Note**: Member companies do not offer on-site medical clinics in all company locations.

Sample Size = 13
Other Health Promoting Benefits and Services Offered by Companies

- 1 week fruit delivery
- Corporate activity challenges
- Fitness reimbursement program
- Well-being fairs
How mature is your company’s well-being and health promotion strategy in Poland?

Wellness Maturity

- 15% = Relatively New
- 8% = 2
- 46% = 3
- 23% = 4
- 8% = 5 = Mature

Sample Size = 12
Who is eligible for any of your medical and wellness/health promotion offerings?

<table>
<thead>
<tr>
<th>Category</th>
<th>Medical Benefits</th>
<th>Wellness and Health Promotion Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time employees</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Dependent children</td>
<td>93%</td>
<td>17%</td>
</tr>
<tr>
<td>Spouses/domestic partners</td>
<td>93%</td>
<td>25%</td>
</tr>
<tr>
<td>Part-time employees</td>
<td>79%</td>
<td>92%</td>
</tr>
<tr>
<td>Same-sex partners</td>
<td>57%</td>
<td>17%</td>
</tr>
<tr>
<td>Dependent parents</td>
<td>29%</td>
<td>Sample Size = 14</td>
</tr>
</tbody>
</table>

**Note:** Dependent parents are not eligible for wellness and health promotion offerings.
Which of the following health promoting benefits or services do you provide employees in Poland?

- Fitness center/Gym membership subsidies: 80%
- Health education (via health fairs, corporate web portal, etc.): 60%
- Health / Lifestyle coaching: 40%
- Disease management (e.g. diabetes, hypertension, etc.): 30%
- Paper or Online Health assessments: 20%
- Smoking cessation services (e.g. counseling, subsidized medication, etc.): 20%
- Biometric Screenings: 10%
- Weight management: 10%

Sample Size = 10
Who manages your company’s wellness and health promotion initiatives in Poland?

Internal HR/Benefits staff in Poland: 54%
External vendor partners: 38%
Identified employee health champions: 15%
Internal wellness staff in Poland: 15%
Health plan partners: 8%
Internal occupational health staff in Poland: 8%

Other: Centralized management in U.K.

Sample Size = 13
Top 2 areas of focus for your company in Poland over the next 2 years

- Preventive services (e.g., annual wellness check-ups): 45%
- Controlling health care costs: 36%
- Improving efficiency and/or quality of health services: 36%
- Stress management and work-life balance: 27%
- Supplier/vendor management: 18%
- Women in the workforce: 18%
- Demands of an aging workforce: 9%
- Dependent health: 9%
- Talent management: 9%

Sample Size = 11
Does your company provide telehealth services in Poland?

Example of type of telehealth service: Chat with doctors online via LUXMED.

Sample Size = 13
How would you describe your company’s wellness and/or well-being efforts in Poland?

- Employee Engagement: 82%
- Physical Health: 73%
- Job Satisfaction: 64%
- Emotional Health: 55%
- Financial Security: 45%
- Social Connectedness: 45%

Sample Size = 11
Financial Well-Being in Programs Offered in Poland

- Financial education
- Retirement planning
What data does your company use to track employee health in Poland?

<table>
<thead>
<tr>
<th>Data Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Assistance Program (EAP) utilization</td>
<td>55%</td>
</tr>
<tr>
<td>Occupational health assessment</td>
<td>45%</td>
</tr>
<tr>
<td>Work attendance/Absenteeism</td>
<td>36%</td>
</tr>
<tr>
<td>Disability (STD/LTD) data</td>
<td>27%</td>
</tr>
<tr>
<td>Program satisfaction/attendance</td>
<td>18%</td>
</tr>
<tr>
<td>Health plan claims</td>
<td>18%</td>
</tr>
<tr>
<td>Annual Health screening data (HA)/Online/Paper health assessment</td>
<td>9%</td>
</tr>
<tr>
<td>Productivity metrics/measures</td>
<td>9%</td>
</tr>
<tr>
<td>Country health statistics</td>
<td>9%</td>
</tr>
</tbody>
</table>

Note: Biometric screening data are not used to track employee health in Poland.

Sample Size = 11
Vendors

Biometric Screenings
- LUXMED

Medical Insurance
- LUXMED
- Medicover
- POLMED
- UnitedHealthcare
- Virgin Pulse

Brokers and Consultants
- Aon Hewitt
- Generali
- Mak Ubezpieczenia
- Mercer
- Willis Towers Watson

Employee Assistance Program
- Anthem Blue Cross
- Beacon Health Options
- ComPsych
- Familienservice
- Optum
## Vendors

<table>
<thead>
<tr>
<th>Medical Evacuation</th>
<th>Other Well-Being/Health Promotion</th>
<th>On-site Clinic</th>
</tr>
</thead>
<tbody>
<tr>
<td>• LUXMED</td>
<td>• Virgin Pulse</td>
<td>• LUXMED</td>
</tr>
<tr>
<td>• Medicover</td>
<td></td>
<td>• Medicover</td>
</tr>
</tbody>
</table>

**Telehealth**
- Beacon Health Options
- LUXMED
- Medicover

**Tobacco Cessation**
- Anthem Blue Cross
Participating Companies

- Amazon
- BNY Mellon
- Dell Technologies
- FM Global
- Johnson Controls International

- Mondelez International, Inc.
- Newell Brands
- Teva Pharmaceuticals
- Verizon