

Early support for employees – a key success factor for companies

Preventive care management focuses on providing support at an early stage to help your employees stay healthy over the long term. The support is holistic and encompasses numerous areas of life, from professional challenges to health problems and personal issues.

Preventive care management in brief

SWICA's preventive care management services enable your managers to provide effective support for overloaded employees at an early stage. The earlier that health-related challenges are recognised and addressed and support measures put in place, the more likely it is that an employee's health can be restored, thus ensuring they remain fit for work.

Objectives

Preventive care management is most effective when your employees are still working, but on the verge of potentially being unable to carry on. Adopting tailored measures at an early stage can stop issues becoming chronic and prevent employees from becoming unfit for work. In many cases, even small changes can bring about a marked improvement in their health.

Thanks to SWICA's preventive care management services, you as an employer can make a vital contribution to the health of your employees and thus of your company as a whole.

When is the right time?

We recommend preventive care management if your managers observe the following in their employees:

- Increased levels of absence, working hours deficits, holidays no longer enough to recharge batteries
- Fluctuations in performance, higher error rates, greater unreliability
- Social withdrawal
- Increased conflict with colleagues, managers or customers

- Frequent reports of physical symptoms, fatigue or nervousness
- Mood changes or swings
- Changes in appearance

In your capacity as an HR professional, speak to the employees concerned about SWICA's offering and share with them the observations that have prompted you to make them aware of SWICA's preventive care management services. After you have obtained the consent of the employees in question, contact us with information about their needs.

The advantages for you

We offer the combined expertise of around 70 care managers throughout Switzerland. They provide local support for your employees, helping them maintain or regain their health and find lasting solutions to challenging situations with the aim of reducing or preventing absences.

Because health is everything, we work with you to improve your employees' health. This is most effective when done before an employee becomes unfit for work. It also reduces the risk of chronic, long-term issues.

Preventive care management is a smart investment in the sustainability of your company. It also enables you to save on continued salary payments and stabilise your premiums.