

## Micro case study

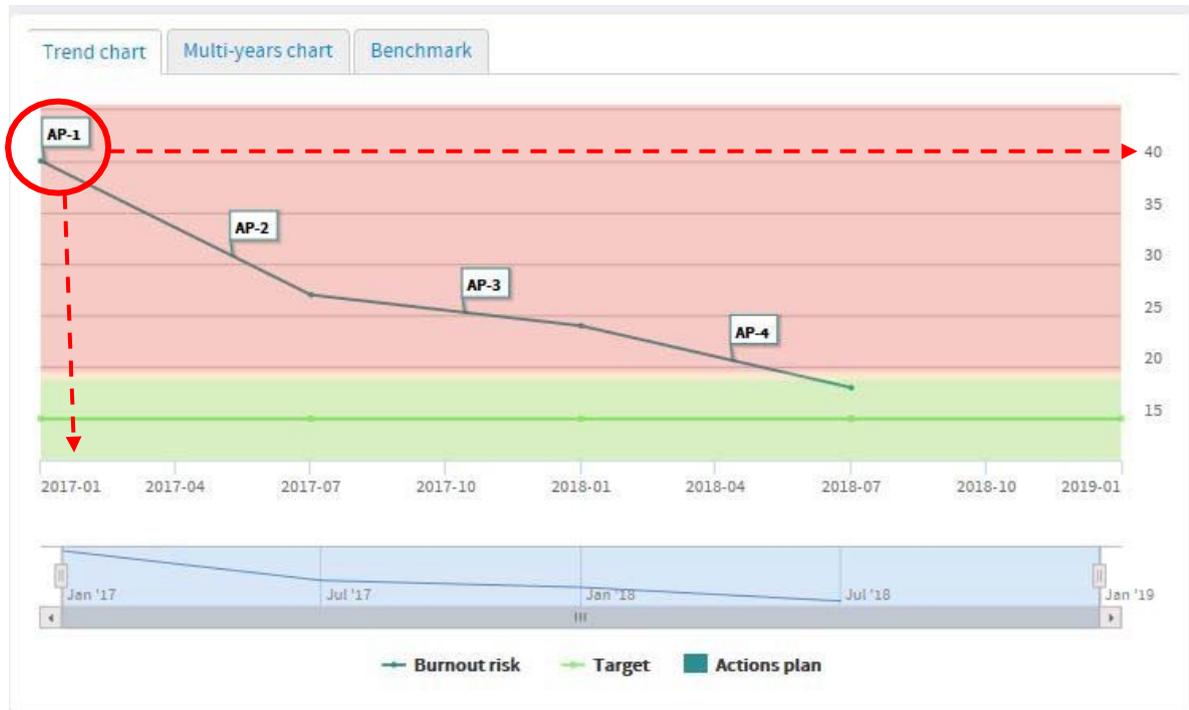
An effective prevention of burnout is possible. Some companies have even achieved reductions in insurance premiums as a result.

### The Problem

A large SME based in Switzerland had a major increase in long-term sick leave due to burnout since 2010. In 2016, this company received a warning letter from its insurance company threatening to terminate the contract if the loss ratio did not decrease. The HR department tried to find another earnings loss insurance, but none made an offer in view of the high claims experience. The economic pressure therefore pushed the board of directors to make the right decision: to really tackle the burnout problem.

### The findings:

Using YuMoData, we showed in the first survey that 40% of the payroll was at risk of burnout (medium and high risks combined) at the beginning of 2017. 8% were at high risk and 32% at medium risk (not shown in the graph below)



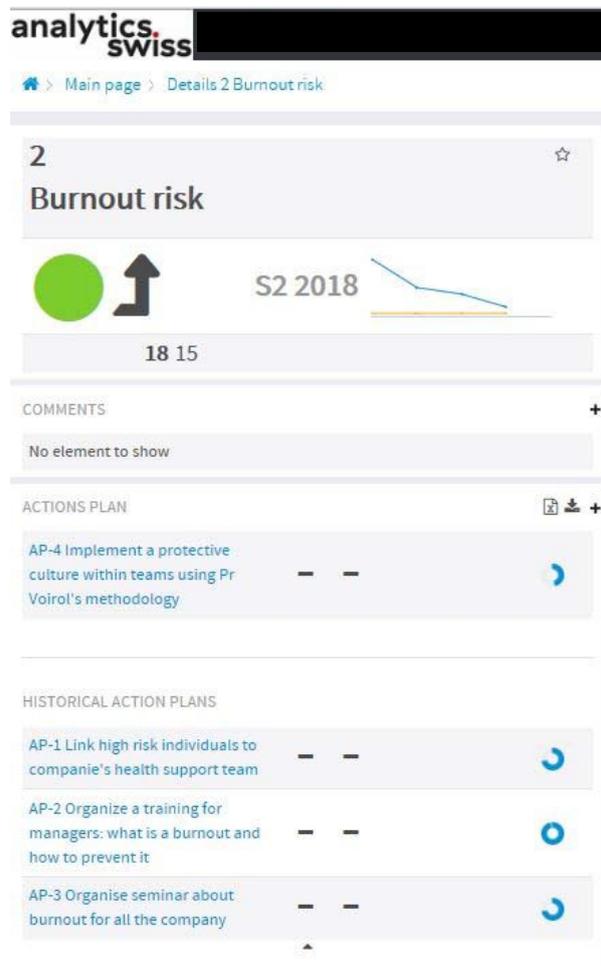
**The solution:**

The company decided to launch several action plans to reduce the risks to a maximum level of 15%. The first action plan was to put high-risk people in contact with the external health service with which the company already had a contract. Indeed, when an employee answers the YuMoData survey, he or she immediately discovers his or her risk score. For high risks YuMoData offers the possibility to click on a link so that competent professionals can contact the employee in a confidential manner to direct him/her to the best treatment solution for him/her.

As can be seen in the image below, the company launched 3 other action plans in the following 18 months:

1. Training for managers: how to prevent burnouts?
2. Awareness seminars for employees
3. A program aimed at developing a culture of mutual protection for all employees

By mid-2018 they had reached the 18% at-risk rate (5% high risk and 13% medium risk). This shows that all the action plans implemented have had a positive impact on the level of burnout risk.



## Conclusions:

With YuMoData, the company has succeeded in:

1. Avoiding a significant number of days of absence, usually of key people who are not aware that they will soon decompensate.
2. Divide the company's burnout risk by a factor of 2.2 in 18 months
3. Obtain reductions in earnings loss insurance premiums, not only because the loss ratio has dropped but also because they have demonstrated that they have addressed this problem in a consequent and professional way.
4. Changing the corporate culture towards a more sustainable working environment for employees

