



In recent years, agriculture has firmly established itself as a rapidly growing mega industry with more and more commercial farmers realising the benefits of greatly scaling up their operations to achieve viable economies of scale.

"More and more we are seeing industry players investing in sophisticated equipment to make production as efficient – and profitable – as possible. Of course, the more sophisticated the equipment, the more skilled worker is needed to operate the machinery, placing human capital at the very centre of unlocking success in today's agriculture environment," says agricultural economist Dr Kobus Laubscher, an independent agricultural consultant to **Agility Agri**.

Agility Agri, a specialised health, wellbeing and composite employee benefits solution with more than a decade's agri industry experience sees this first hand and on a daily basis. "Our data shows that those employers who not only invest in employee wellbeing, but fully understand and proactively manage their human capital risk lies, have a healthier, happier, more productive and loyal workforce that directly impacts their bottom line.

AN AGILITY AGRI CASE STUDY: ACHIEVING GREATER PRODUCTIVITY & PROFIT

An **Agility Agri** client experienced a significant issue with worker absenteeism and productivity. Because they were unable to pinpoint the exact cause, their hands were pretty much tied. The workforce belonged to a well-known medical aid scheme, the unique **Agility Healthcare** solution, as well as **Agility Gap**. As a first step, the **Agility Agri** team analysed their workforce's claims and risk behaviour with the data painting a very interesting picture.

**Our client's workers were particularly prone to a specific set of lifestyle diseases
In fact, some of their top claims related to:**



Heart disease



Diabetes



High blood pressure

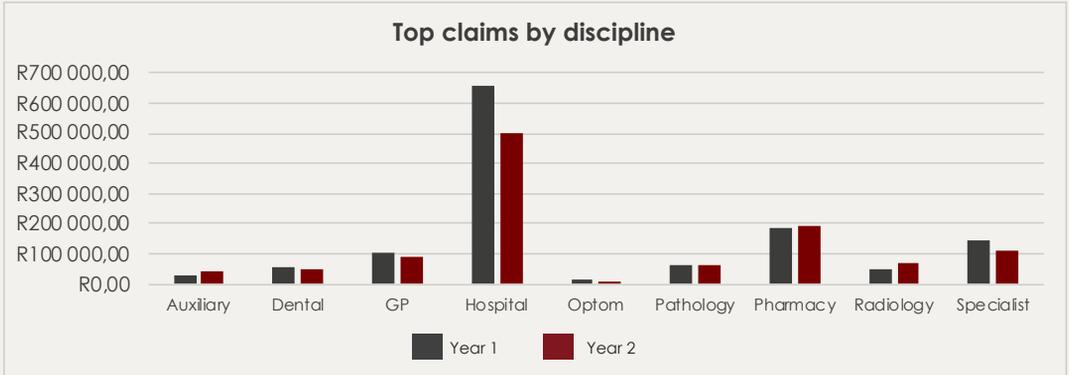


High cholesterol

As could be expected, their workers suffered from a few industry-specific health issues with lung disease and head injuries topping the claims list

Depression featured as the 4th most claimed for disease, showing just how prevalent this disease has become in recent years

Because these diseases were largely left untreated, or reactively managed, it's little wonder that the largest portion of healthcare expenditure was due to their workers being hospitalised:



THE BUSINESS IMPACT

While lifestyle diseases are a well-known cause of absenteeism and lost productivity, their bottom line impact is often underestimated. In fact, our client was shocked to learn that a large portion of their workers suffered from these lifestyle diseases and were, as a result:

	Heart disease	Diabetes	High blood pressure	High cholesterol	Lung disease	Depression
More absent, more often	-5.5 Days	-13 Days	-5.5 Days	-2 Days	-8 Days	-18 Days
Even more absent when hospitalised	-5 Days	-6 Days	-7 Days	-5 Days	-3 Days	-21 Days
Less productive	-2.5 Days	-2.5 Days	-2.5 Days	-2.5 Days	-13 Days	-20 Days

THE AGILITY AGRI SOLUTION TO THE PROBLEM

Now that we knew where our client's problem lies, we can implement a variety of interventions to ensure their workers stay as healthy and productive as possible:

WE CAN	AND THEN	TO
Identify unhealthy and high-risk workers	Help them to proactively manage their health	Drive down absenteeism and increase productivity
Continue to monitor your workers' health	Prevent others from becoming unhealthy or high risk	Eliminate eventual absenteeism & productivity issues
Educate workers about available benefits and how to use them	Monitor their utilisation	Make sure they get the care they need, when they need it
Identify additional wellbeing issues impacting your business	Proactively intervene	Further reduce their impact on your bottom line
Identify gaps in your employee benefit provision	Design a tailored solution	Holistically manage your entire human capital risk



THE BOTTOM LINE IMPACT: AN EXAMPLE

By taking a proactive approach to your employee's wellbeing, you're effectively driving down absenteeism rates, increasing productivity and improving your business' overall human capital risk profile.

But what does that mean for your pocket?

Let's take an Agriculture business with 260 employees and an annual payroll of **R6 885 299.64** as example:

AGILITY AGRI SOLUTION MAKEUP	COMBINED IMPACT	BOTTOM LINE IMPACT
<ul style="list-style-type: none"> Medical scheme cover for all workers 	5% Reduction in absenteeism	R3 606 585.53
<ul style="list-style-type: none"> Additional healthcare savings product Comprehensive Employee wellbeing programme 	2% increase in productivity	R1 652 471.91
<ul style="list-style-type: none"> Group Risk (life cover, disability benefit, funeral cover) 	5% savings in groups risk premium	R70 167.00
TOTAL SAVINGS		R5 329 224.44

To find out more about the **Agility** Agri solution and how it can assist your business in managing its human capital risk and the snowball effect on your bottom line, get in touch:



www.agilitygroup.co.za/agility-agri

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