

Explanation of Evaluation Summaries (Feedback Sheets)

CODE: 9999

The Feedback sheet for the FY 2020 Survey on Health and Productivity Management (Large Enterprise category) Ministry of Economy, Trade, and Industry

Company name : (Sample)

■ Industry type : Legal professional corporation, Audit corporation,
Tax accountant corporation / Public corporation / Other

■ Comprehensive evaluation : Top 20%~30% (466th~698th)

Rank : 501~600th

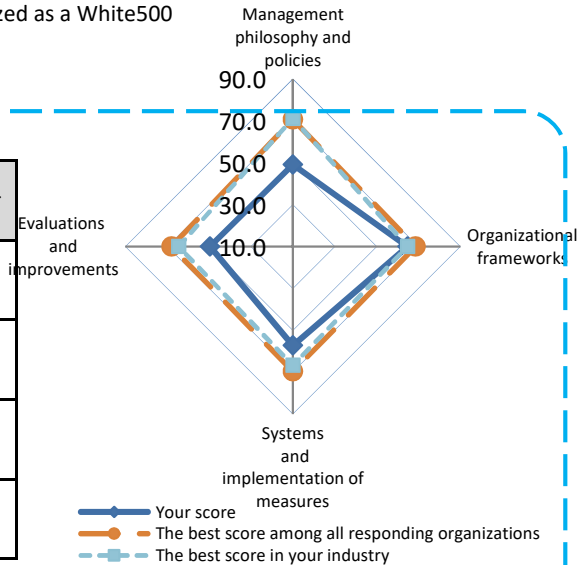
The company's rank within all respondents is shown.

※"White 500" are recognized only among organizations that will apply for the 2021 Certified Health & Productivity Management Organizations Recognition Program. Thus, it happens that organizations ranked 501st or lower could be recognized as a White500 enterprise.

FY 2019 evaluation : Top 30%~40%(699th~931st)

■ Evaluation Breakdown

Four criteria	Weight	Your score	The best score among all responding organizations	The best score in your industry	The average score of your industry
Management philosophy and policies	3	49.1	70.7	71.2	48.3
Organizational frameworks	2	64.8	68.6	64.8	49.6
Systems and implementation of measures	2	57.3	69.7	66.8	48.6
Evaluations and improvements	3	49.6	68.0	64.6	51.3



※The numerical value of each criterion is an adjusted deviation score based on the average of responding companies and organizations.

※Comprehensive evaluation is calculated by multiplying the numerical value of each criterion by its weight.

※"-" is displayed at "the best score in your industry" only if four or fewer companies responded in your industry.

※"The best score" shows the highest score of each criterion and not the score of the organization ranked No. 1.

Evaluations (adjusted deviation scores) of the four criteria are shown which are important for Health and Productivity management.

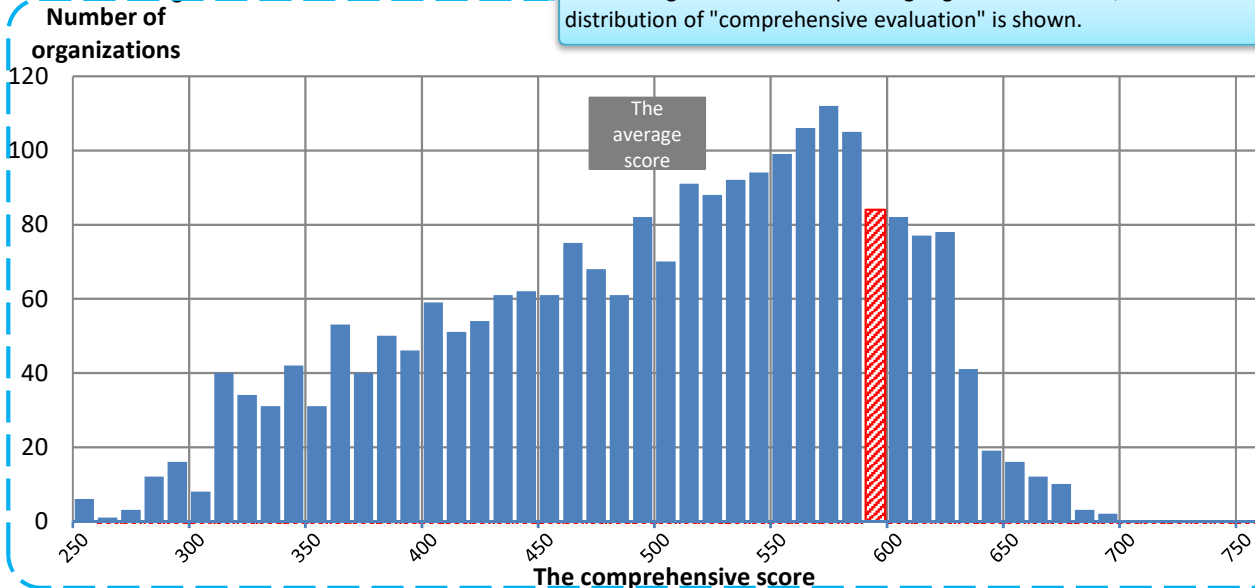
"The best score among all responding organizations," "The best score in your industry," "The average score of your industry" are shown for comparison.

■ Histogram of the total score (the vertical is number of organizations.)

Your position is shown in the diagonal lines.

※The average score is 500.

The average score of all responding organizations is 500, and the distribution of "comprehensive evaluation" is shown.

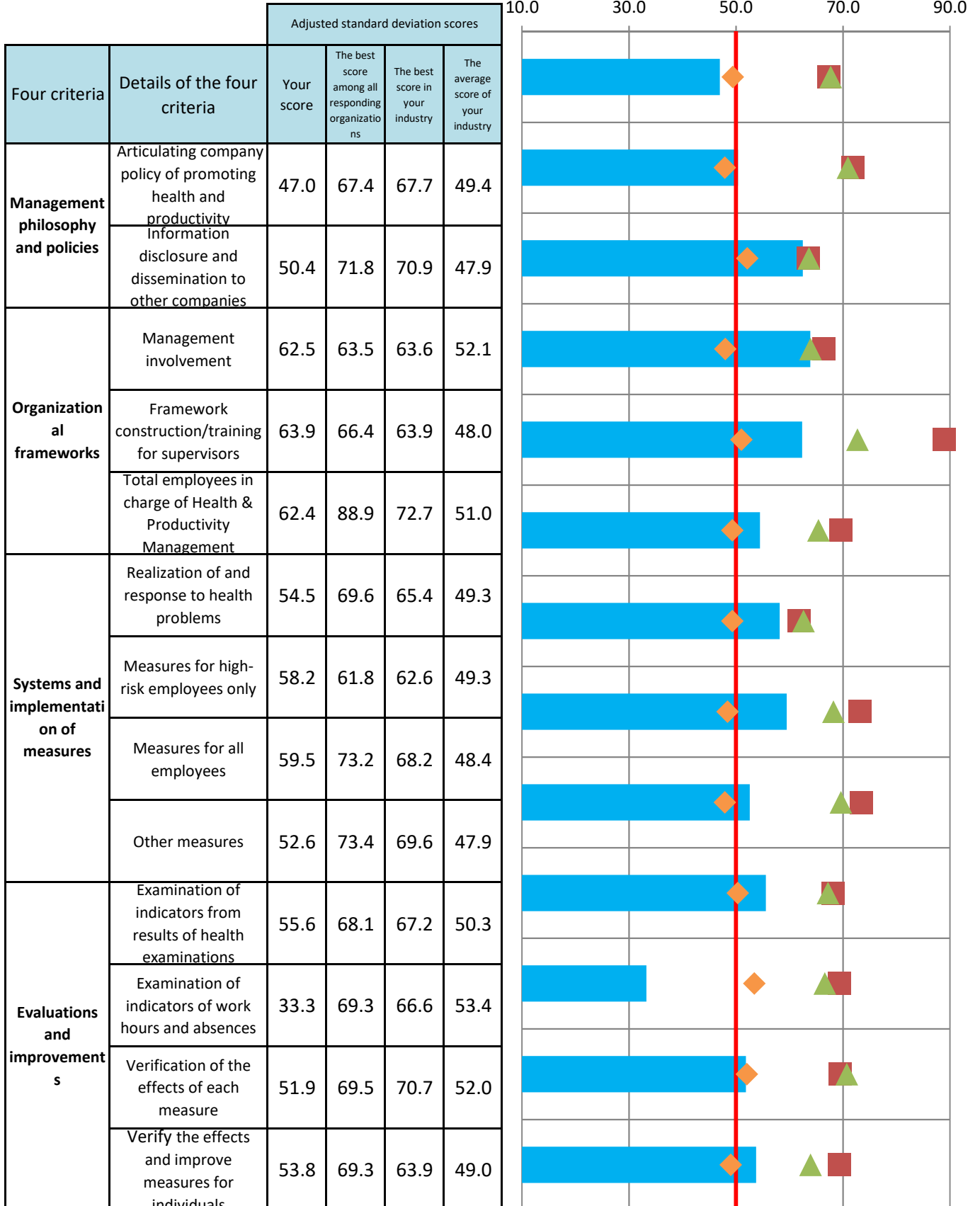
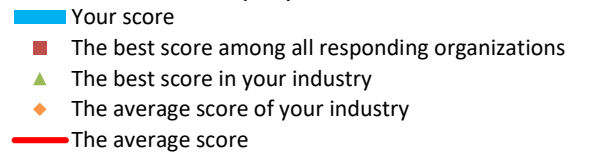


■ Analysis of details of the four criteria

※ The numerical value of each criterion is an adjusted deviation score based on the average of responding companies and organizations.

※ "The best score" shows the highest score of each detail and not the score of the company ranked No. 1.

The answer for each question related to the four criteria is evaluated. See p.5.



■ Responses to main issues

Your measures, evaluations and improvements for "issues to maintain and promote employee's health" (Questionnaire Q69,72) are analyzed. The evaluations per issue are listed as "Systems and Implementation of measures", "Evaluations and improvements", and the total.

※The numerical value of each criterion is the adjusted deviation score based on the average of all enterprises.

The company's responses to their main issues are evaluated.

No.	Issue classification	Your answers	The degree of responses to each issue (The total)		Systems and implementation of measures		Evaluations and improvements	
			Your score	Your industry's average score	Your score	Your industry's average score	Your score	Your industry's average score
1	Reducing the risk of developing lifestyle-related diseases	○	51.7	50.0	53.6	48.7	52.1	51.5
2	Preventing progression of lifestyle-related diseases for high-risk employees		58.5	49.9	58.4	49.6	56.1	50.7
3	Preventing and treat stress-related problems, such as mental problems	○	52.3	50.0	56.7	48.7	50.2	51.4
4	Preventing decreased labor productivity and the occurrence of occupational accidents		46.6	48.4	45.7	48.5	45.7	48.5
5	Maintaining and improving women's health		52.2	52.2	59.9	48.5	-	-
6	Encouraging resumption of work and creating a balance between work and medical treatment	○	35.9	49.5	59.7	45.5	20.8	52.8
7	Supporting work-life balance		35.9	49.5	59.7	45.5	20.8	52.8
8	Improving communication among employees		35.9	49.5	59.7	45.5	20.8	52.8
9	Preventing the spread of infections, such as influenza among employees		35.9	49.5	59.7	45.5	20.8	52.8
10	Reducing smoking rates among employees		35.9	49.5	59.7	45.5	20.8	52.8
11	Increasing checkup rates	○	35.9	49.5	59.7	45.5	20.8	52.8

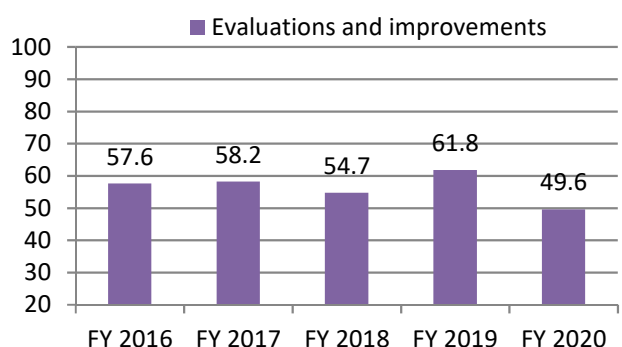
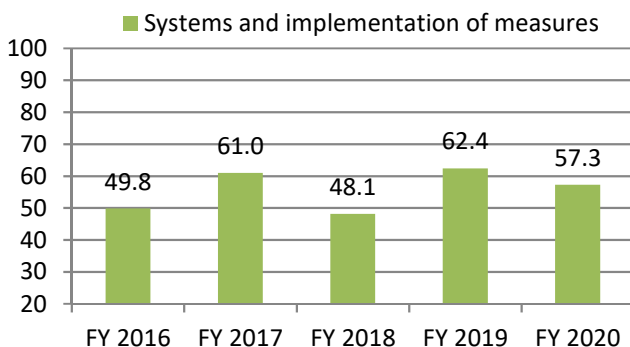
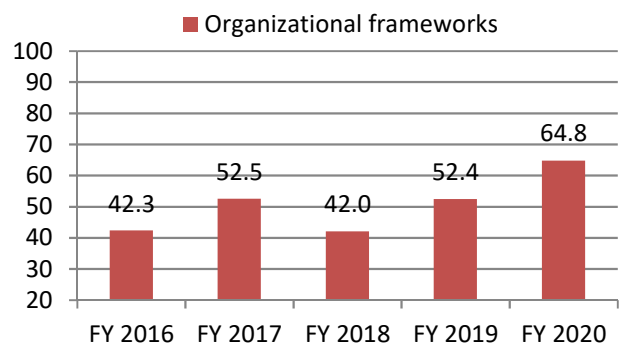
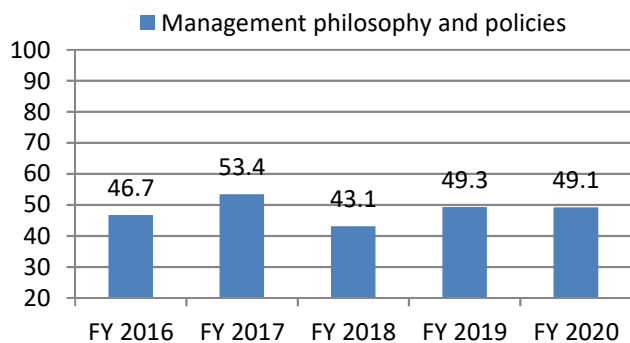
The graphs below indicate the transitions of the evaluation (adjusted deviation scores) of four criteria in the past five years.

■ Transition of evaluation

Transitions of the evaluations in the past five years

※The numerical values of each criterion are adjusted deviation scores based on the averages of all companies.
 ※Comprehensive evaluations in the past are recounted by 10% division.

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Comprehensive evaluation	Top 50%~60%	Top 40%~50%	Top 50%~60%	Top 30%~40%	Top 20%~30%
The number of responding enterprises	726	1239	1800	2328	2523



Certificate of conformity with criteria

"○" is shown if the company meets each requirement for the 2021 Certified Health & Productivity Management Organizations Recognition, (and "×" if not).

Conformity with criteria

○

※Whether you will be recognized as a White 500 enterprise will be announced later.

Evaluation items		Survey components	Conformity with criteria
1	Dissemination of the health declaration inside and outside the company (annual report, integrated report, etc.)	Q12: Articulating company policy of promoting health and productivity management, Q13 & SQ1: Disclosing their aims and organizational frameworks	○
2	Promoting health management as a frontrunner company	Q15(a): Promoting the expansion of health and productivity management besides commercial businesses, or Q16; Grasping efforts to promote health and productivity management of their business partners	○
3	An executive officer is responsible for health management	Q19: Top management or a company executive is in charge of health and productivity management	○
4	Cooperation with medical insurers	Q26: Consulting with medical insurers	○
5	Concrete goals are set to address health-problem issues	Q71: Formulating concrete numerical targets for health problems, and setting the implementing entity and time limits	○
6	Response rate to health examinations (ideally 100%)	Q28(a): Achieving 100% checkup rates for general periodic medical examinations	○
7	Efforts to recommend medical consultations	Q29: Expanding the examination items, such as adding a tumor marker test for early detection of cancers, or Q30: Encouraging employees to undergo comprehensive medical examinations based on results from the periodic medical examinations	○
8	Conducting the Stress Check program at workplaces with less than 50 employees	Q31①: Conducting stress checks in all offices, including offices with less than 50 employees	○
9	Opportunities available for management and employees to learn about mental health and health management	Q33: Conducting managerial education, or Q34 & SQ2(b): Conducting employee education and observing the participation rates	○
10	Efforts to reform working-style	Q35: Implementing measures to reduce long working hours	○
11	Efforts to promote communication	Q39: Implementing measures to activate communication	×
12	Efforts to promote a balance between medical treatment and work	Q41: Implementing measures for resumption of work or balancing work and medical treatment	○
13	Efforts to execute health guidance and provide opportunities for specific health checkups	Q43 & SQ2: Performing health guidance & Q42: Implementing measures to improve the implementation rate of specific health guidance	×
14	Efforts to improve eating habits	Q45: Providing healthy meals or breakfast	○
15	Efforts to increase opportunities for proper exercise	Q46: Implementing measures of physical exercise or reimburse employees for joining a fitness gym	○
16	Efforts to improve women's health issues	Q47 or 48: Implementing measures for maintaining and promoting women's health	○
17	Efforts to prevent the spread of infection among employees	Q50 or Q51 or Q52: Implementing measures to counter disease infection	○
18	Efforts to prevent long working hours	Q36: Implementing measures for long-hour workers	○
19	Efforts to support employees with mental problems	Q40: Implementing prevention measures for mental health problems, treatment, resumption of work, or balancing work and treatment	○
20	Efforts to prevent inhalation of second-hand smoke	Q58: Totally ban smoking at the workplace or completely separate the working space into smoking and non-smoking sections	○
21	Involvement of industrial health physicians or public nurses in drafting measures related to maintaining and promoting workers' health	Q64: Medical experts, such as industrial health physicians or public nurses are participating	○
22	Verifying the effects of measures for maintaining and promoting workers' health	Q69: Verifying the effects of measures Q68: Verifying the effects of health and productivity management	○
23	The number of employees meeting the large enterprise category standards	Q2(c): Categorization of industries based on Japan's Standard Industrial Classification Q4: The number of employees	○
24	The scope of the survey targeted the entire enterprise	Q3: The scope of the survey is not "a part of the company"	○
25	Answering all questions of the FY 2020 Survey on Health and Productivity Management (Large Enterprise category)		○

※Evaluation items 1,3,4,5,20,21,22,23,24,25 are essential questions, and satisfying requirements of 12 of the other 15 items is required.

To be recognized as a White 500 enterprise, item 2 is mandatory, and at least 12 acceptable evaluations out of the 14 are required.

※Items with "△" will be determined by the recognition program committee based on the free descriptive answer of each question after you have applied for the Certified Health & Productivity Management Outstanding Organizations Recognition program.

If item 23 receives "△", the recognition program committee will make a determination based on the reason for applying for a different category.

The recognition program committee will not make decisions for items with "△" unless you apply for the Certified Health & Productivity Management Outstanding Organizations Recognition program.

(References) Correspondence table of the survey components and four criteria

Questions for each criteria are shown below.

Four criteria	Details of the four criteria	No.	Question	
1.Management philosophy and policies	Articulating company policy of promoting health and productivity management	Q12 & SQ1	Articulating health and productivity management policy	
		Q12SQ3 1~6	Disseminating health and productivity management policy in the office	
		Q12SQ3 7~11	Checking the dissemination of health and productivity management policy in the office	
		Q18	Top management promotion of health and productivity management	
	Information disclosure and dissemination to other enterprises	Q13 & SQ1	Disclosing their aims and organizational frameworks (or not), and their medium of information	
		Q13SQ2	Disclosing information	
		Q15	Dissemination to other enterprises	
2.Organizational frameworks	Management involvement	Q16	Examining their counterpart's occupational health measures	
		Q17 & SQ1 & SQ2	Placing health and productivity management on the agenda at management meetings	
	Framework construction/training for supervisors	Q19	Top management or a company executive is in charge of health and productivity management	
		Q20	Organizational form which promotes health and productivity management	
		Q21	Middle management promotion of health and productivity management	
		Q22	Cooperation with labor unions	
		Q23 & SQ1	Establishing a position in charge of promoting health and productivity management	
		Q26	Matters for consultation with medical insurers	
		Q33 & SQ1	Conducting managerial education	
		Q64	Involvement of industrial health physicians or public nurses	
	Total employees in charge of Health and Productivity Management	Q65	Conducting employee education	
		Q24(a)	The number of industrial health physicians, and their number of working days	
	3.Systems and implementation of measures	Realization of and responses to health problems	Q24(b) & (c) & (d)	The number of public nurses and nurses, and their number of working days
			Q29	Measures to increase check-up rates
Measures for high-risk employees only		Q69SQ1	Verifying the effects of measures	
		Q30	Encouraging employees to undergo comprehensive medical examinations	
		Q41	Measures for the resumption of work	
		Q42	Measures to improve the implementation rate of specific health guidance	
		Q43 & SQ1	Performing health guidance	
		Q44 & SQ1 & SQ2	Industrial health physicians determine occupational classification	
Measures for all employees		Q34 & SQ1	Conducting employee education	
		Q35	Implementing measures to redress long working hours	
		Q36 & SQ1	Measures to reduce long working hours	
		Q37(e)	Regular working hours per day	
		Q39	Implementing measures to activate communication	
		Q40	Implementing prevention measures for mental health problems, treatment, resumption of work, or balancing work and treatment	
		Q45	Measures to improve eating habits	
		Q46	Physical exercise measures	
		Q49	Other lifestyle improvement measures	
		Q50	Combating communicable diseases	
		Q51	COVID-19 measures	
		Q52 & SQ1	Formulation of BCP under COVID-19	
		Other measures	Q8	The status of banning smoking in the workplace
Q59			Measures to reduce smoking rates	
Q47			Conducting employee training regarding women's health issues	
Q48			Implementing measures to maintain and promote women's health	
Q60			Test items to reimburse employees (excluding the five major cancer examinations)	
Q61			Measures for employees' dependents	
Q62			Measures for temporary employees	
4.Evaluations and improvements		Examination of indicators from results of health examinations	Q63	Measures for older workers
			Q27	Data used to understand issues
	Q28(a)		Check-up rates for general periodic medical examinations	
	Q28(b)		The opt-in rate for precise examinations	
	Q28(c)		The rate of employees maintaining the ideal body weight	
	Q28(d)		Smoking rates	
	Q28(e)		Rates of employees with exercise habits	
	Q28(f)		The rate of employees with healthy sleep states	
	Q28(g)		The rate of employees with drinking habits	
	Q28(i) & (j)		The rate of employees with high risk of glycemia	
	Q25(h) & (k)~(m)		The status of hypertension treatment	
	Q31①~⑤		Conducting stress checks	
	Examination of indicators of work hours and absences		Q32 & SQ2 & SQ3	Understanding the activation level of employees and the organization
		Q37(a) & (b)	The annual total actual hours worked, non-scheduled working hours	
		Q37(c) & (d)	The rate of taking annual paid leave	
		Q38(a)~(d)	Long work hours for full-time employees	
		Q38(f)	The number of employees working long hours	
		Q73	The number of employees on administrative leave, reinstatement related to mental health	
		Q73	The number of retired employees related to mental health problems	
		Q73	The number of employees on administrative leave, reinstatement without mental health	
	Verification of the effects of each measure	Q73	The number of retired employees without mental health problems	
		Q34SQ2	Conducting employee education and observing the participation rates	
		Q39SQ1 & SQ2	Implementing measures to activate communication	
		Q43SQ2 & SQ3	Performing health guidance	
		Q45SQ2 & SQ3	The status of the implementation of dietary habit modification	
	Verify the effects and improve measures for individuals	Q46SQ2 & SQ3	The status of the implementation of physical exercise	
		Q50SQ1	The status of implementation of influenza vaccination	
		Q68	Verifying the effects of health and productivity management	
		Q68SQ1	Verifying the effects for employees' health conditions or productivity	
		Q69SQ1(b)·72(b)	Recognition of issues	
		Q69SQ1(c)·(d)	Verifying the effects of measures	
		Q70 & SQ1	Health and Productivity management strategy	
	Q71	Formulating concrete plans and numerical targets for health problems		
Q72(c) & (d)	Formulating concrete plans and numerical targets for health problems for this year			
-	The gradual analysis of evaluation of outputs and outcomes			