

Health Management Initiatives (For Officers and Employees)

November 28, 2023

OITA-KEN CREDIT COOPERATIVE

Basic Concept of “Health Management”

KEY WORD

- The health of employees is a management resource.
- Employee health policy is a management strategy
- Promotion of health management directly correlates with corporate development



私どもけんしんは 「健康経営優良法人2023(大規模法人部門)」の ホワイト500に認定されました。

私たちは県民の皆様と共に健康を考え、大分県が目指す健康寿命日本一を応援しています。

従業員がどんなに個人で気をつけていても、職場環境が悪ければ本当の健康にはつながりません。けんしんは従業員の健康診断受診啓発をはじめ、長時間労働の是正、メンタルヘルスケア、女性が働きやすい職場環境、法令遵守など多岐にわたる働き方改革に取り組んで参りました。

健康経営の取り組みについての厳しい審査を経て、「健康経営優良法人2023(大規模法人部門)」の上位500法人のみとなる ホワイト500 として認定されました。けんしんはこれからも従業員の健康を守るために真剣に健康経営体制づくりに取り組み続けます。

また従業員のみならず、県が推進する「健康寿命日本一」の取り組みに賛同する「健康寿命日本一おうえん企業」第一号として、県民の皆様の豊かで健康的な生活を応援していきます。



健康寿命日本一おおいと創造会議 北野正剛会長
(国立大学法人大分大学学長)への
ホワイト500認定報告のようす

Main Initiatives

POINT

1. Enhancement of Periodic Health Checkups
2. Conduct of Stress Checks
3. Prevention of Passive Smoking and Promotion of Smoking Cessation
4. Measures for Work-life Balance

1. Enhancement of Periodic Health Checkups

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(1) Achieve 100% check-up rate

- Establish and manage medical checkup schedules for all employees at headquarters
- Treat the day of the medical checkup as a work day.
 - *Allow those 43 years of age or older desiring so to stay night checkup.



(2) Improvement of Checkup Effectiveness

- Optional medical examinations beyond those required by law are also recommended for employees 35 years of age or older (the company also pays a portion of optional costs).
- Centralized management of medical checkup result data at head office, and individual follow-up for reexaminations and treatment after the medical checkup in cooperation with company physicians and public health nurses.

⇒ **Effective for early detection and treatment of illnesses**

⇒ **0 employees on leave due to injury or illness (as of October 1, 2023)**

2. Stress Checks

(1) Purpose

To prevent mental illness and improve the work environment

(2) Details

Recipients answer 80 questions through a mail questionnaire

(3) Utilization

- Attain 100% checkup rate
- Results are notified directly to the individual
- Confirmation of the examinations and, if desired, interview guidance by a physician or other person
- Implement work-related measures as needed based on physician's opinion



⇒ **0 employees on leave due to mental illness** (as of October 1, 2023)

3. Prevention of Passive Smoking and Promotion of Smoking Cessation



- (1) Remove smoking areas and ashtrays from all retail outlets
- (2) Prohibit employees from smoking during working hours.

(Reference) Trends in smoking rates over time

年度	2022年度	2021年度	2020年度	2019年度	2018年度
喫煙率	19.0%	22.9%	22.3%	25.3%	27.0%

⇒ Improved working environment

⇒ Reduced smoking rates

4. Measures for Work-life Balance

Establishment of rule prohibiting overtime work after 7:00 pm.

*Special approval is available only upon prior application by the department head to the HR director.

(Work description, employee(s) involved, scheduled completion time)



Overtime Finished

⇒ **0 employees exceeding 45 hours per month of overtime work**

(Excluding managers and supervisors)

⇒ **0 employees on leave due to mental illness** (as of October 1, 2023)

Summary

- Management and promotion of the physical and mental health of employees
- Implementation of a non-smoking policy during working hours, reducing the smoking rate

⇒ Prevents employees from taking extra leave or time off from work and creates a comfortable work environment

- Reduction of long working hours



⇒ Improves operational efficiency and labor productivity

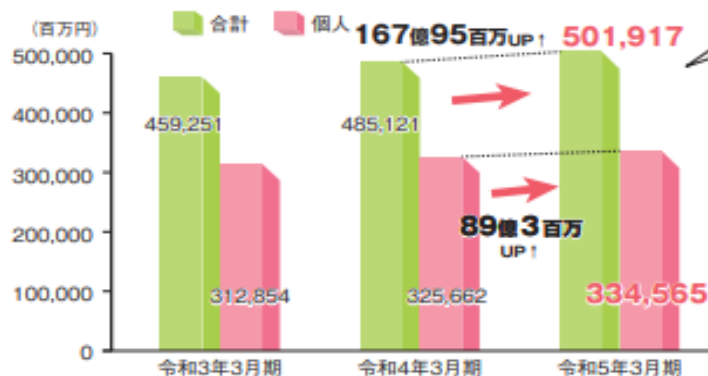
⇒ Balances work with family and leisure time

Corporate Philosophy

Contributing to the Development of Local Communities Through Finance

預金・貸出金の状況

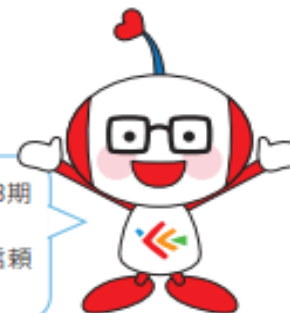
預金について



5,019億円
前年比+167億円

Good!

預金積金は総額、個人預金ともに13期連続してアップしているよ！
地域のお客さまから継続して高い信頼をいただいている証だね。



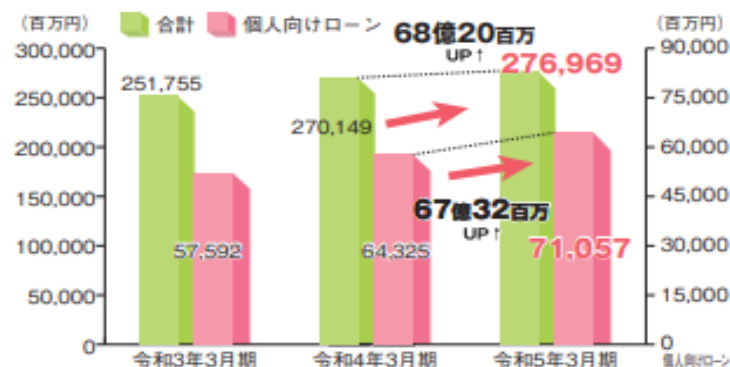
2,769億円
前年比+68億円

Good!

貸出金は、10期連続でアップしたよ！
個人のお客さまからのローン借入残高も大きく伸びているね。



貸出金について



Promotion of Health Management Contributing to Sustainable Growth and Development of the Company



Thank you for your attention !

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