



FULL HEALTH

Medical Intelligence

Built by Doctors.

Powered by Technology

Putting people's
health, in their
hands

OUR MEDICAL TEAM



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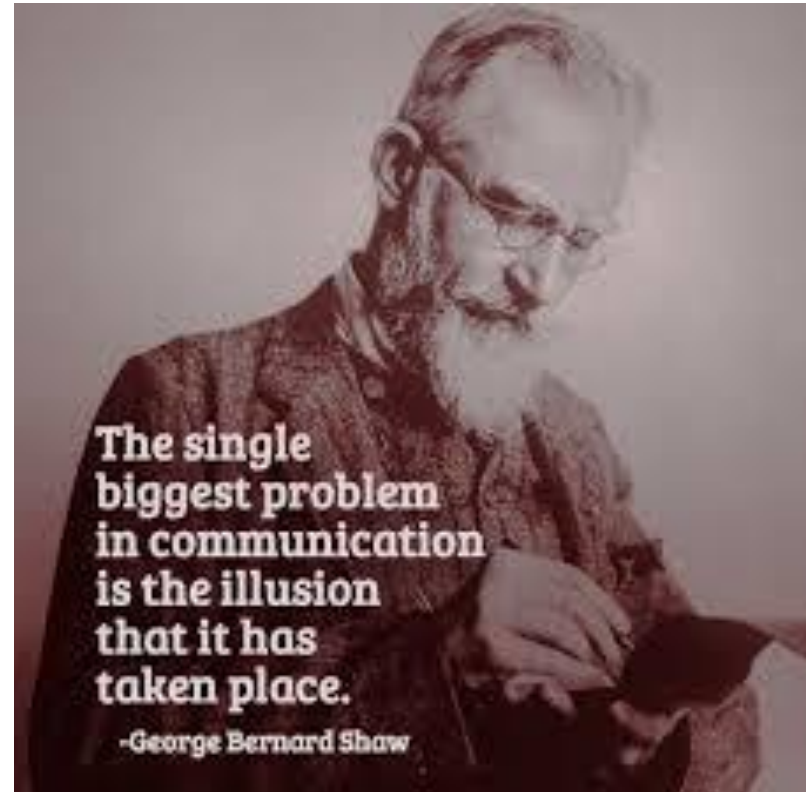


Dr. Donal Reddan
Nephrologist

COMMUNICATION COSTS TIME AND MONEY



"Well, yes, I suppose I could explain the test results in 'plain English' — but then you'd know how sick you are."



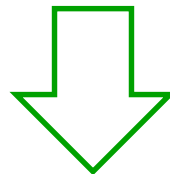
FULL HEALTH 

Workplace Wellness

One third of adult life is spent at work



Employment is a key social determinant of health



Concept of employee health evolving



The Evidence – PWC (2008):

1. 30-40% average reduction in absenteeism
2. 50% reduction in workplace injuries

Workplace health initiatives:

- **Tailored** for corporate needs
- Supported by **management** and **resources**
- **Participation** encouraged using a variety of methods
- Evaluated for **ROI**



LITERATURE



- Meta-analysis, Chapman 2005 (*56 studies reviewed and combined*)
- Wellness Initiatives:
 - 27% reduction in sick leave
 - 26% reduction in healthcare costs
 - 32% reduction in worker's compensation
 - 6:1 return on investment (cost of wellness package)
- Limitations of the literature
 - No single definition of a wellness package
 - Cannot account for every variable in sick leave / disability
 - Impossible to design a randomised controlled trial in a real working environment but this is probably as close as possible



WHY WORKPLACE WELLNESS?



- Don't lose **Key People** in your organisation
- **Absenteeism** costs
- Employee **retention** - seen as an Attractive place to Work
- Identify and address specific illness on an individual basis

KEY PEOPLE



- 5% of ECGs abnormal
 - Irregular heart beat
 - Heart Strain
 - Heart block
 - Suggestive of silent angina
- Ticking time bomb! - early identification avoids cardiovascular events such as heart attack and stroke.



KEY PEOPLE



- 3% = Pre-Diabetic
- It can still be reversed at this point!
- Communication and Workplace initiatives are key

ABSENTEEISM



- 9% = Abnormal lung function tests
- **Coughs and colds** – underlying lung vulnerability such as asthma, emphysema or chronic bronchitis goes unchecked

“TIRED ALL THE TIME”



- Anaemic = 13%
- Low vitamin D = 44%
- Underactive thyroid = 4.5%



Case Study

Leading Japanese car manufacturer



Overview:

Target group: Middle managers of leading Japanese car manufacturing company

Two departments:

- Manufacturing
- Engineering / Research

70% uptake:

+60% on previous programmes

100 medical data points collected per person

Spotlight on Exercise:

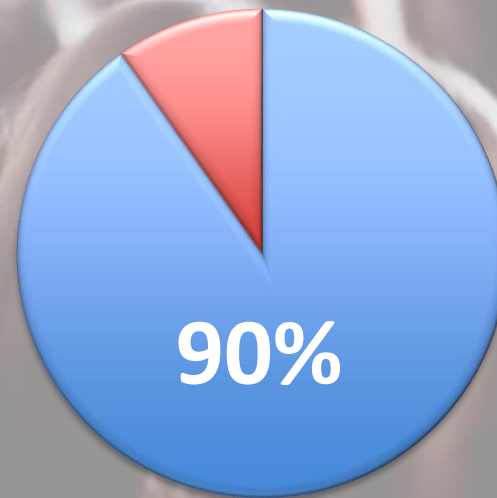


22% of employees don't perform any exercise **at all!**

20% perform regular exercise

28% drive only a short distance to work!

“Would you exercise more if you had more time??”

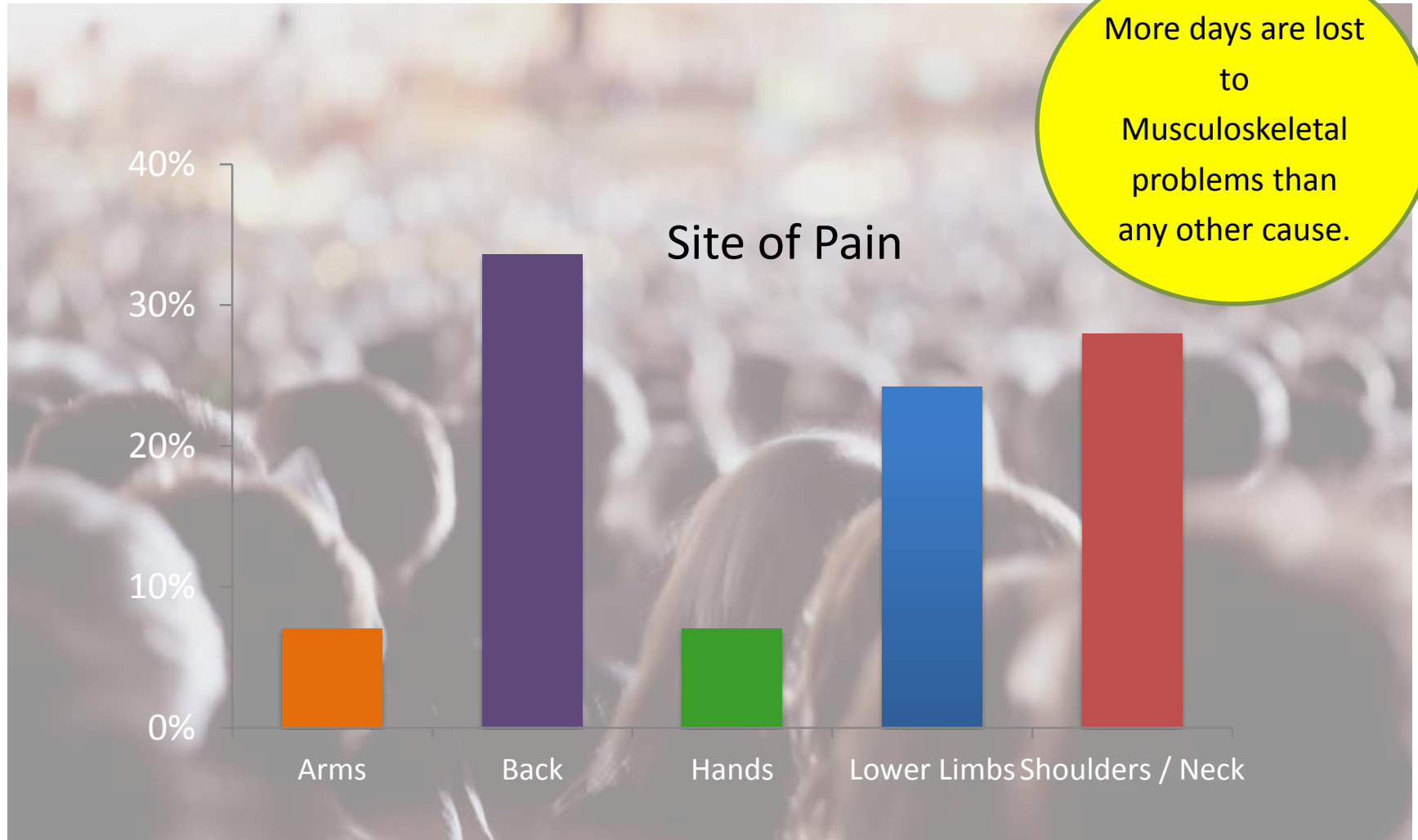


■ Yes
■ No

Spotlight on Musculoskeletal health:



63% of employees report musculoskeletal problems, and more than half (53%) report not having seen somebody regarding their problem



Overall Findings 1: Department 1 V Department 2



	Gender		BMI		Blood Pressure		Cholesterol	
	Male	Female	Normal	Abnormal	Normal	Abnormal	Normal	Abnormal
Department 1	70%	30%	46%	54%	40%	60%	43%	57%
Department 2	87%	13%	26%	74%	36%	64%	41%	59%

- BMI much much higher in Department 2 (74% overweight or obese, vs. 54% for Department 1)
- Partly explained by the fact that Department 2 staff are older on average, predominantly male, but it is unlikely to account for a 20% differential

Overall Findings 2:



Department 1 V Department 2

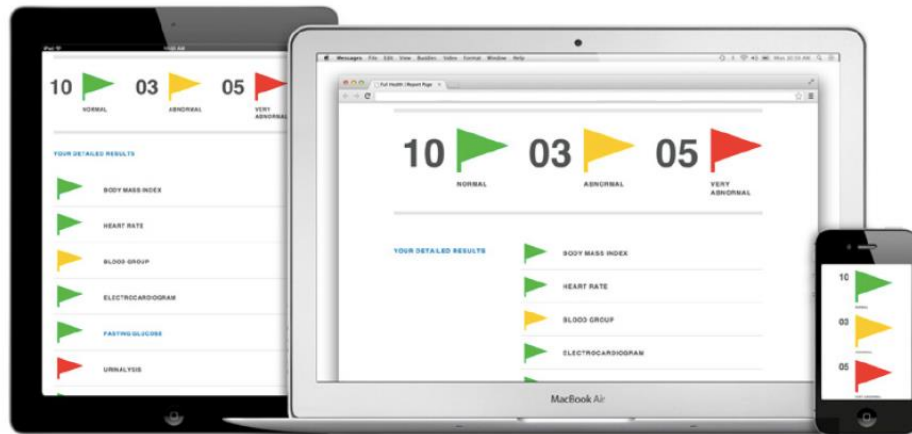
	Diabetes (HbA1c)		Smoker		Exercise		Musculoskeletal	
	Normal	Abnormal	Non-Smoker	Smoker	At least some	None	Normal	Abnormal
Department 1	91.3%	0.7% (1)	88%	12%	74%	26%	53%	47%
Department 2	96.3%	3.7% (5)	91%	9%	80%	20%	29%	71%

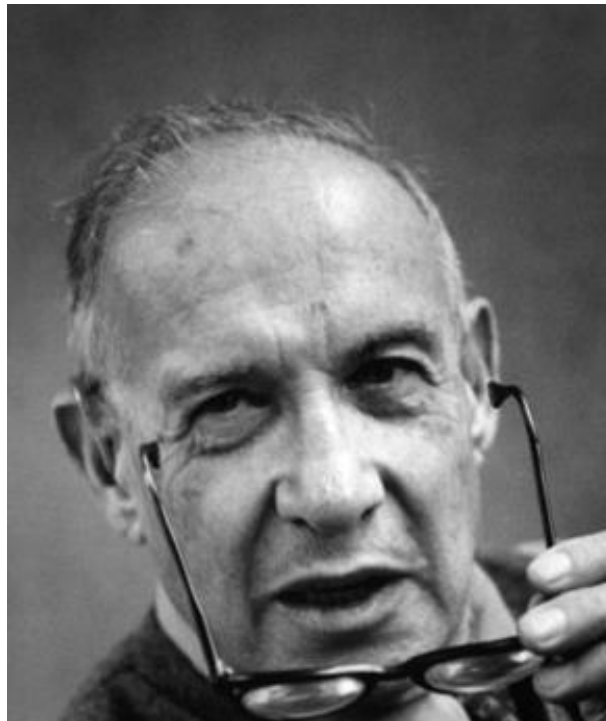
- 5 out of 6 likely diagnoses of Type 2 Diabetes are in Department 2
- Significantly higher Musculoskeletal problems in Department 2

SUMMARY OF MAIN ISSUES AFFECTING THIS ORGANISATION:

1. Weight & Obesity (esp. amongst males)
2. Inadequate exercise levels
3. Stress & Mental Health
4. Musculoskeletal problems

We are now reviewing a range of initiatives with management at the company.





You can't manage what you don't
measure.

— *Peter Drucker* —



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