WELCOME TO HR BREAKFAST CLUB

16 MARCH 2018
“We have to move from illness to wellness. Businesses will have to invest in wellness. There is no choice. It’s not philanthropy. It’s enlightened self-interest.”

—Shrinivas M. Shanbhag
Medical Advisor, Reliance Industries, India
LAUREN SAYERS

ACT Australian HR Institute (AHRI) Council member & forum convenor

Generalist HR Management

15+ years of management and HR experience across Hospitality, Telecommunications and Tertiary Education sectors
OVERVIEW

▪ What is a wellness program?
▪ Why should we invest in wellness program?
▪ Essentials of a wellness program
▪ Case study
WHAT IS A WELLNESS PROGRAM

Employee health and wellness programs can include activities that:

- Promote good employee health;
- Identify health-related risks in the employee population; and
- Look to support any potential health-related problems present in the employee population.
WHY SHOULD EMPLOYERS INVEST IN WORKPLACE WELLNESS PROGRAMS?

Employers should work to create a healthy workplace for a few broad strategic reasons:

▪ To control the financial costs associated with an unhealthy workplace and to gain the benefits of;

▪ A healthy workforce;

▪ To build the organisation’s employer of choice profile; and

▪ Possible legal implications – e.g. WHS/workers compensation etc.
A further example of reasons to invest in employee health and wellbeing and the relationship between employee wellbeing and engagement. There are many graphics that can demonstrate similar messages.
ESSENTIAL ELEMENTS

A comprehensive wellness program should include some essential elements:

• Senior/Executive management commitment;
• A benchmark or baseline;
• Organisational readiness
• Good marketing
• Wellness program related to business needs;
• Follow-up with participating employees; and
• An evaluation of the program and initiatives
CASE STUDY

- Staff population of 1000-1200
- Mix of Academic and Administrative staff
- Historical wellbeing funding for single activity to supplement broader organizational activities
- Multiple workers compensation claims and staffing cases being managed
- High level of infrastructure and other workplace change
NEEDS ANALYSIS TO IDENTIFY KEY RISK AREAS

- Metrics reviewed:
  - Workers compensation
  - Early intervention program
  - Staff incidents - near miss & injury
  - Personal leave
  - EAP data

Category of risk identified:
- Psychosocial issues/injury
- Body stressing (ergonomic related injuries)
- Hit by objects
- Trips and slips
CONSULTATION

Key stakeholders consulted;

- Senior Executives
- Human Resources
- WHS committee
- Staff population
- External consultant e.g. Workplace psychologist/wellness expert
- Industry organisations

Information sought;

- Organisational support
- Activity/topic preferences from staff
- Prospective participation rates
- Perceived value to organisation
- Current cost/value
- ‘Best practice’ examples
- Data for benchmarking
PROPOSED INTERVENTIONS

1. Wellbeing program of events including the following themes;
   ▪ Healthy @ work- ergonomic assessments
   ▪ Body and Mind & work -
   ▪ Winter wise- flu shots
   ▪ Financial wellbeing – financial advice
   ▪ Relaxation – complementary therapies
   ▪ Physical Health – health assessments
   ▪ Mental Health – R U OK Day?
   ▪ Rest – sleep foundation
   ▪ Summer Safe – Cancer Council

2. Wellbeing space including;
   ▪ Stretch zone – promote workplace stretching and time away from workstation
   ▪ Rest zone – sun lounger/sleep pod
   ▪ Mindfulness zone- e.g. reading, colouring in, Sudoku
BUDGET & RISK CONSIDERATIONS

Budget:
- Have approved up front
- Don’t forget your Employee Assistance program inclusions
- Look at health organisations offering low or no cost services if restricted by budget
- Build in space to provide ad hoc activities

Risk:
- Organisational appetite for risk e.g. yoga vs mindfulness seminar
- Discuss implications of program with your workers compensation insurance provider
- Undertake risk assessments
- Use qualified/registered, and insured providers
EVALUATION

1. Analysis of benchmark data from needs analysis at beginning of program;
   ▪ Workers compensation
   ▪ Early intervention program
   ▪ Staff incidents- near miss & injury
   ▪ Personal leave
   ▪ EAP data

2. Staff survey to evaluate;
   ▪ Marketing effectiveness
   ▪ Participation (if not tracked through other function)
   ▪ Opinion of activities run
   ▪ Interest in further program

3. Report to Executive including;
   ▪ Analysis of data
   ▪ ROI calculations
   ▪ Seek support for future programs
RESOURCES

- ACT government’s – Healthier Work scheme (templates available)

- ComCare- Building a case to invest in OHS and organisational health report (includes templates)

- Queensland government’s - Healthier. Happier. Workplaces scheme (includes templates)

- The Conference Board of Canada, report June 2012, Making the Business Case for Investments in Workplace Health and Wellness

- Medicare and PwC – Workplace wellness in Australia report 2010
QUESTIONS?
THANK YOU FOR COMING!

NEXT HR BREAKFAST:
20 APRIL 2018