Creating a healthy, happy and engaged workforce through a visionary wellness strategy

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Wellbeing strategy and aims

Created in 2012, the strategic aims of the programme are:

- **To increase productivity** as healthy, happy people ultimately make the business more productive and profitable
  - Removing barriers
  - Early intervention

- **Employee engagement and brand**
  - To help recruit and retain the best talent
  - Engagement, CSR, Multigenerational & Diversity

- **Futureproofing**
  - What do we know about our employees?
  - How this helps to predict future risk and mitigate against it
  - Aids healthy workforce circulation

Needed to be...

- Nationwide, to ensure all employees benefited from the programme

- Data driven to be measurable

your **Wellbeing** your choice

Defining the programme

Manager driven	Employee driven	
Occupational Health	Wellbeing	Employee Benefits
Reactive	Proactive	

Occupational Health (Reactive)

- Absence management **process**

- **Tool for managers** to re-engage employees in the workplace

- Deals with what's happening **now (or fixes past events)**

- **Feeds into proactive** wellbeing through effective data capture

Wellbeing (Proactive)

- **Understanding our workforce** – bringing together data from Occ Health, Medical Plan and risk insurers

- **Changing behaviours** – managing events (Govt. led and Oracle specific) to encourage our people to make good decisions around their health and wellbeing

- **Targeted interventions** - specific training / sessions for managers and employees based on data

Employee Benefits (Proactive)

- Forms part of the **total reward proposition**

- **Employees choose tools that help them take action** - linked to desired behaviour changes

- Uptake can help to **measure the success** of the Wellbeing programme and provide data to drive targeted interventions

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Data driven decision making

- **Absence reporting and costs**
  - Taking a base line and measuring change over time

  Results
  - Over $1m savings in reported sickness absence due to mental health issues over 2 year programme
  - Continued investment in the programme by company leadership team as a result of clear business benefits

- **Use your providers to report your trends**
 - Wellbeing Partner Forum

  Results
  - Partners identified trends that led to specific targeted interventions e.g. Walk and Talk initiative
  - Partners now sharing and collaborating to find new ways to innovate

- **Employee data capture**
  - "Know your numbers" campaign at annual benefit roadshows

  Results
  - Increased employee engagement with the Wellbeing programme
  - Data available to focus specific campaigns tailored to the Oracle population
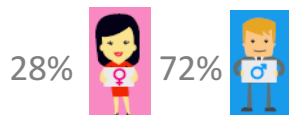

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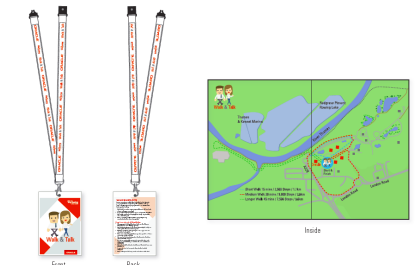
your We)(being your choice

56% = Vigorous Exercise 30 mins 3 x wk
52% = Moderate Exercise 30 mins 6 x wk
36% = Muscle Strengthening 2 x wk
16% = Relaxation Exercise 1 x wk

40% of those consuming caffeine daily exceed the recommended 3 cups
27% don't drink caffeine
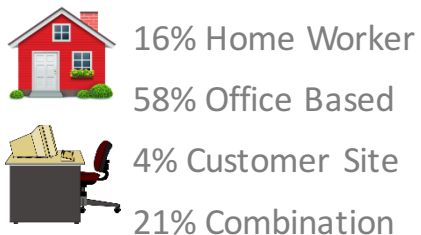
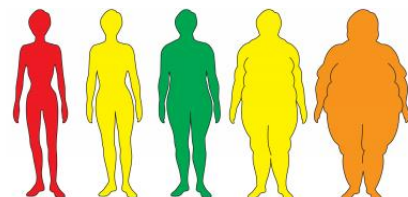## Select Benefit Fairs 2015 - Health Checks

246/ 4% Employees

28%   72%

62% rate home life stress under 5/10
10% rate it above 8/10
43% rate work life stress under 5/10
20% rate it above 8/10
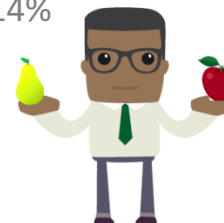Birmingham office rate higher levels of stress over 9/10 16%, TVP 14%

23% don't drink alcohol
7% drink higher than the recommended weekly allowance

16% Home Worker
58% Office Based
4% Customer Site
21% Combination

No location generalizations

Av. BP 126/80
6 x BP > 160/100
Av. Pulse 69 bpm
5 x Pulse >100*

93% eat a healthy diet 50% of the time
39% eat a healthy diet 80% of the time
17% hit the 5 or more fruit & veg a day

23% of those taking part are taking medication to control their health

Av. BMI = 25.5 (<25)
1.5% Underweight
35% BMI 25-30 Overweight
9% BMI 30-35 Obese
2% BMI >35*** Morbidly Obese

Health Checks in Past 12 months

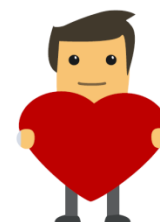|	
Blood Pressure	42%
Cholesterol	23%
Blood Glucose	12%
BMI	23%

6% smoke
27 People have given up in the last 5 years &
8 in the last 6 months

Av age = **42**
Av Metabolic age = **39**
Highest Metabolic Age = 74 (59)

40% do not get enough sleep
5% feel fully awake and alert
Scale 0-10 54% rate > 7

Lifestyle Targets for next 12 months
42% = Fitness
33% = Weight loss
59% would like support at work to achieve these targets

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Financial wellness

THINK	LEARN	ACT
Thought triggers and building interest	**Annual, ongoing and relevant education**	**Making decisions that are informed, appropriate and timely**
Financial Education programme "Make your money count"		**Will writing service** – employee funded through flexible benefit programme
Awareness workshops	Specific workshops elected by employees – Estate Planning, Pensions etc.	**Financial concierge provided as a signposting service to:**
C&B UK annual communications plan: Email, Your Oracle, OSN, Intranet	**Information websites** – Personal Finance Portal Government - Pensionwise etc, Pension provider website for GPP	• **Information only** – Personal Finance Portal, Government websites, Pension provider etc. • **Financial advice** – any IFA, employee funded and potentially paid for through adviser charging