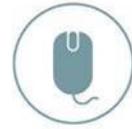


Punter Southall Health & Protection.



Developing a Bespoke Evidence Based Wellbeing Programme

Speakers



www.pshp.co.uk



Soraya Chamberlain

Director of Healthcare &
Wellbeing Consulting



Anna Spender

Director of Actuarial &
Data Analytics

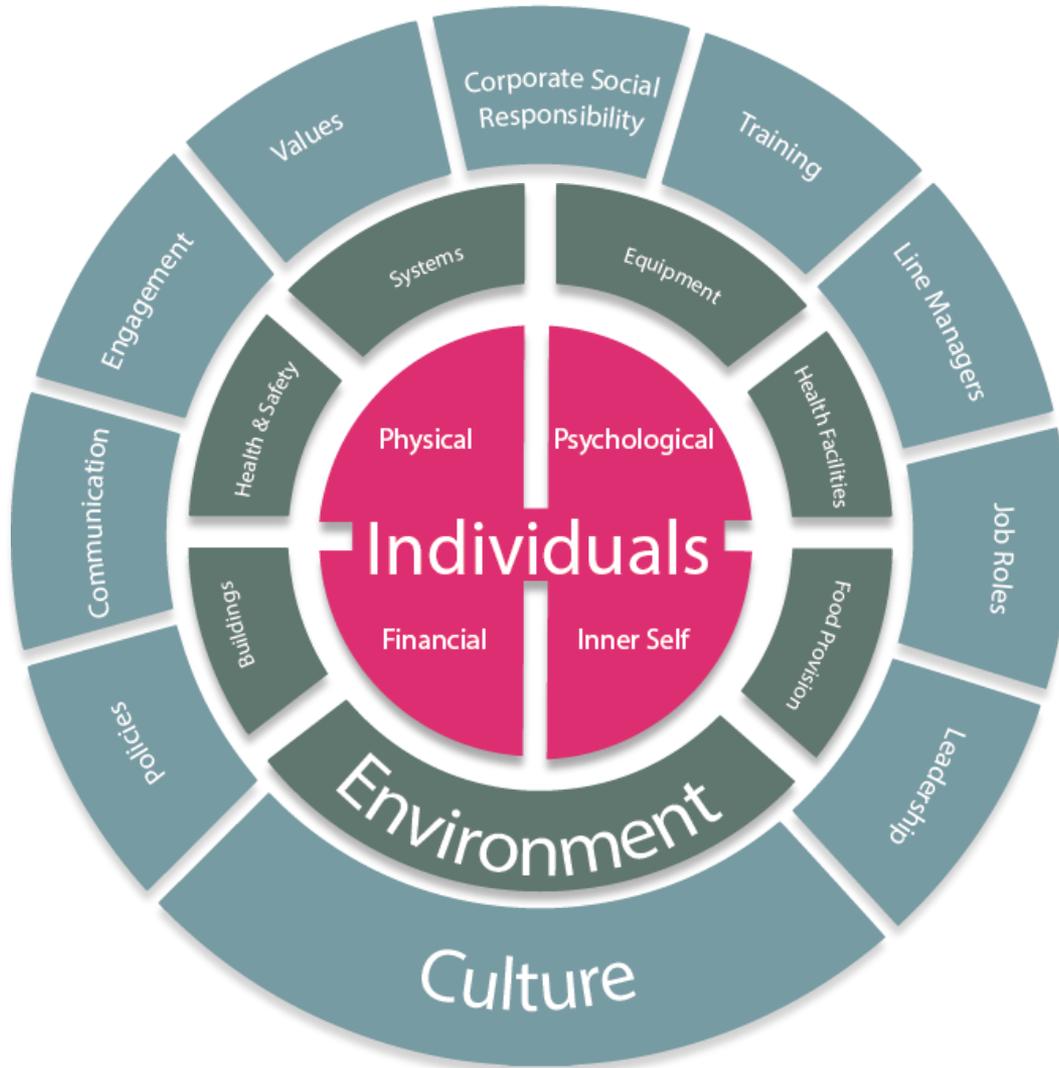


2016

- **29.8%** have a defined strategy
- **27.4%** measure impact of programme
- Engagement, culture and talent retention main drivers

2017

- **45.2%** have a defined strategy
- **28.6%** measure impact of programme
- Engagement, culture and productivity main drivers



Culture – the “Tone from the Top”



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“The culture of an organisation is shaped by the worst behaviour the leader is willing to tolerate.”

Gruenter and Whitaker

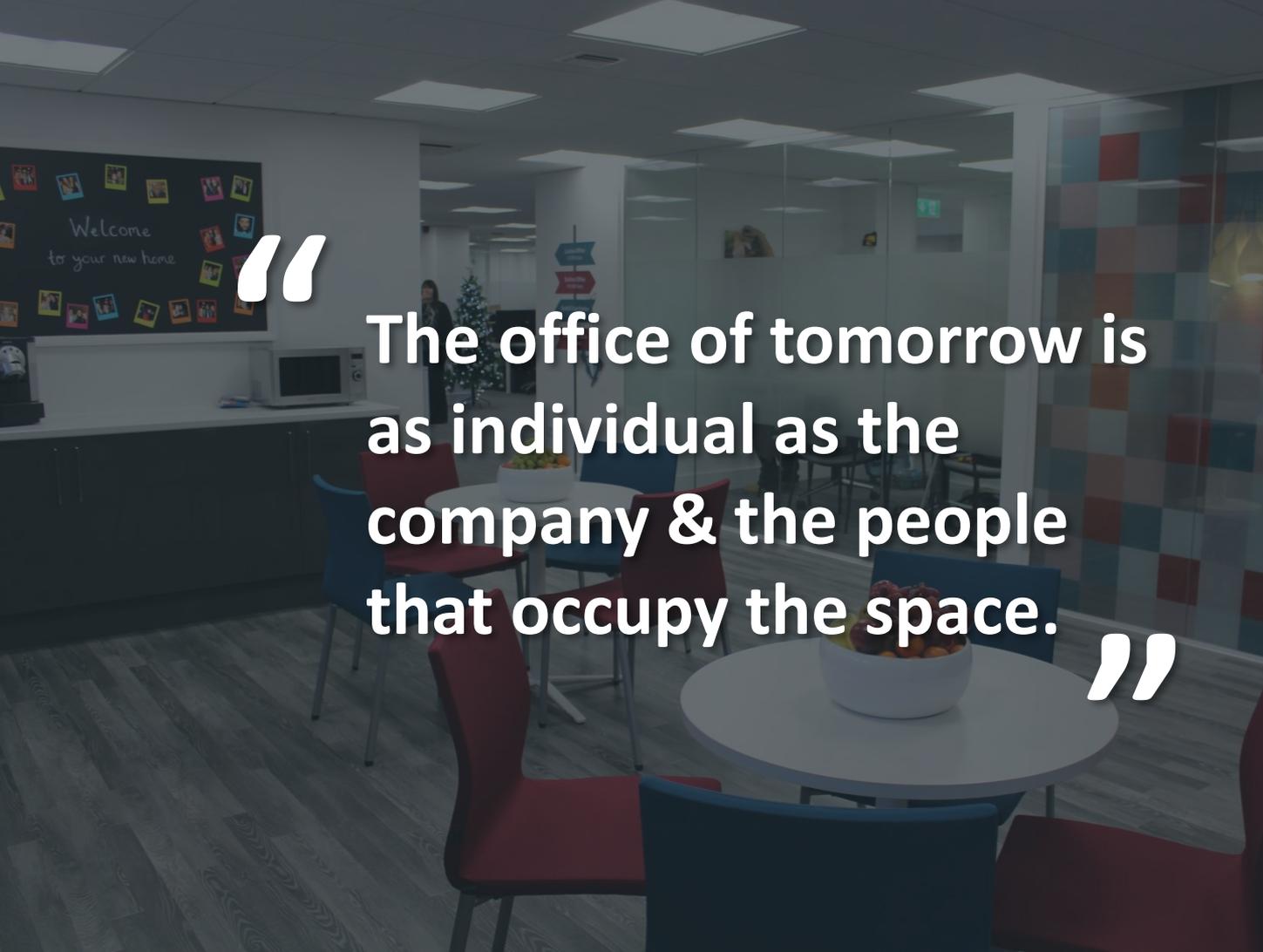


Environment



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“

The office of tomorrow is as individual as the company & the people that occupy the space.

”



London Office
42,000 steps

Baldon Office
470,000 steps

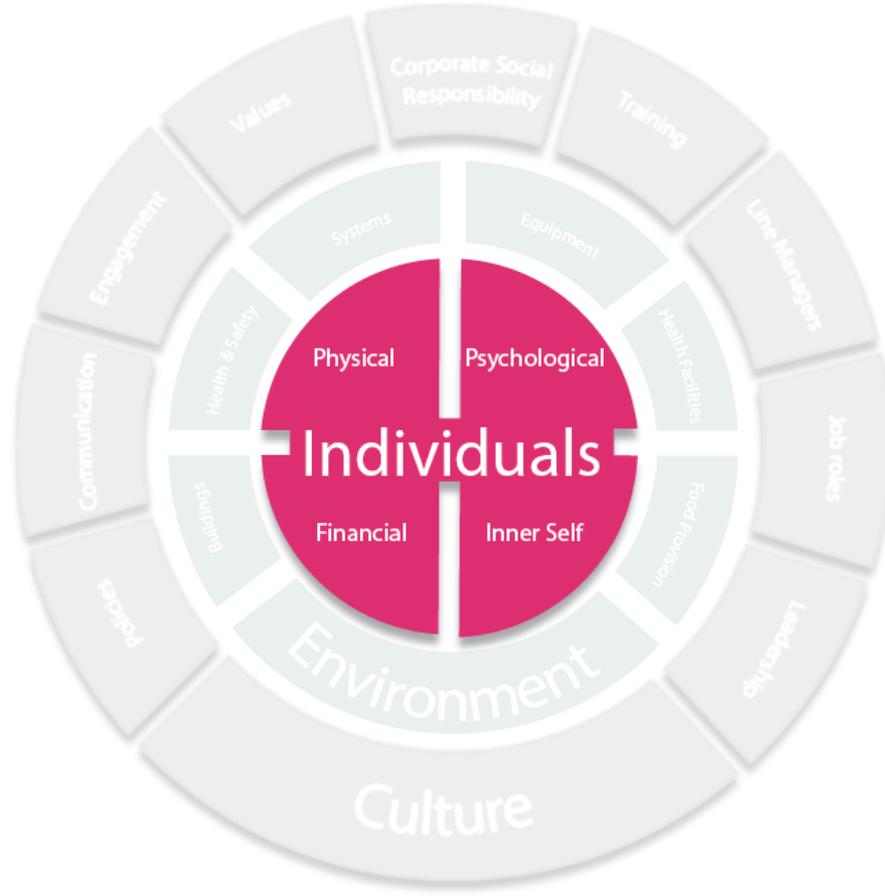
Redhill Train Station
760 steps

The Belfry & Back
1080 steps

Individuals



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Individual Wellbeing Offerings



www.pshp.co.uk

■ 2016 survey ■ Currently offer

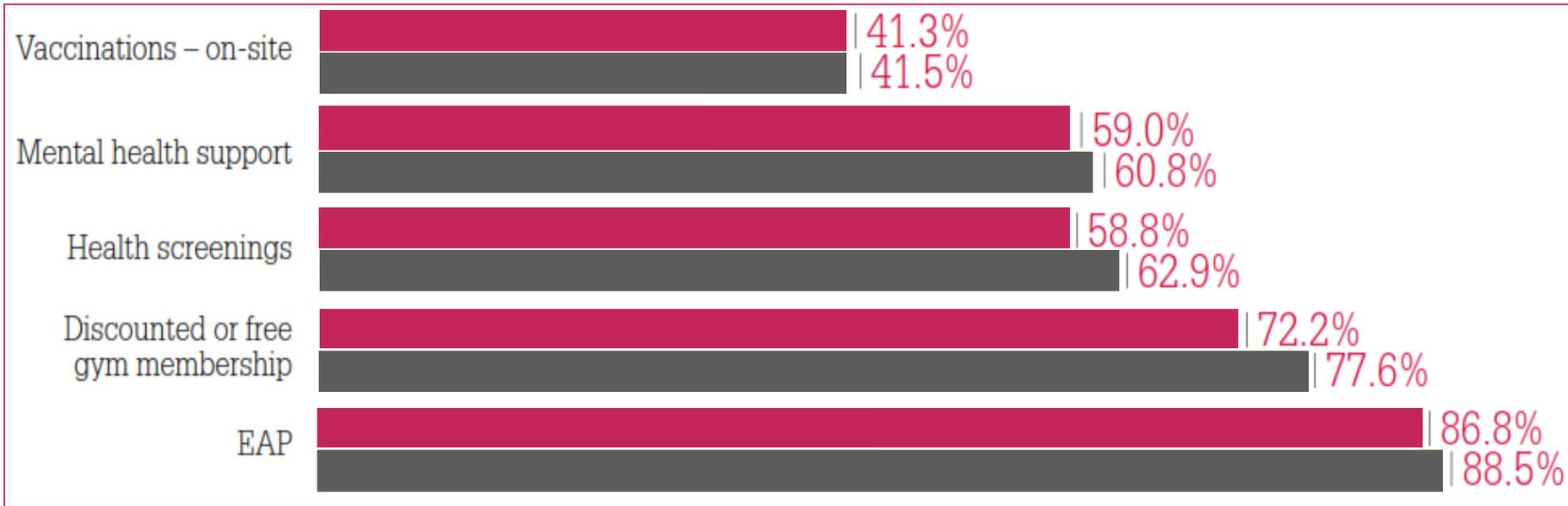


Figure 3.1 (Reba Employee Wellbeing Research 2017)

This Year's Rising Stars



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Financial wellbeing



Support for carers



Sleep

Steps in Designing Your Wellbeing Strategy



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Navigating Your Way Through Your Data

How Can We Use Data?



www.pshp.co.uk

Designing your wellbeing strategy

Uncovering your underlying risk factors to design a wellbeing strategy that meets the needs of your employees, is effective and makes the best use of your wellbeing budget.

Measuring effectiveness

Define what success means to you and develop ongoing data capture & reporting to measure the effectiveness.



Risk Factors



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Employee

- Mental health conditions
- Musculoskeletal
- Substance addiction
- Acute & chronic health conditions
- Impaired health
 - Frequent short term illnesses
 - Longevity
 - Cognitive function
- Low resilience
- Poor quality of life



Employer

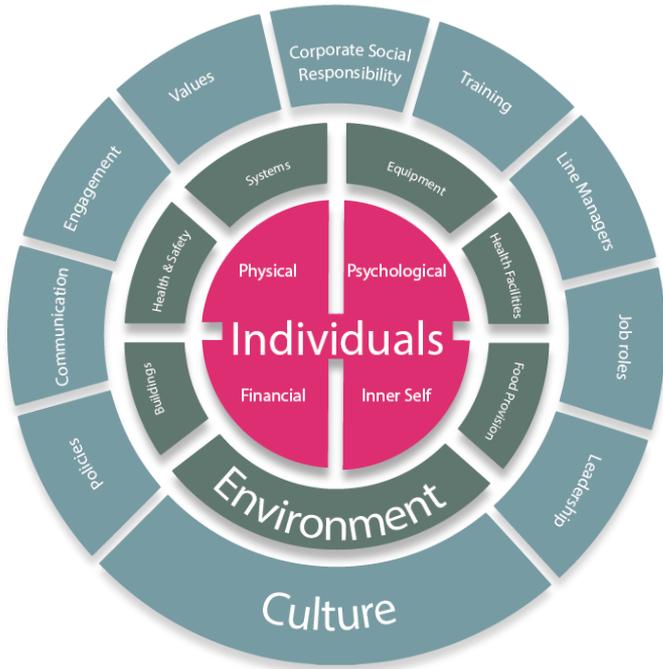
- Short & long term absences
- Presenteeism
- Staff turnover & retention
- Reduced productivity
- Higher insurance costs
- Grievances
- Not meeting legal requirements
- Not attracting talent
- Recruitment & temporary cover costs

Data Sources



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...are both qualitative and quantitative & will depend on your focus



Onsite surveys



General company information



Employee demographics



Insurance – cover & claims



Employee surveys



Health statistics from EAP, health screenings/assessments, kiosks, occupational health data



Canteen & vending machine statistics



Absence statistics



Employee turnover rates



Company challenge data



Company policies



Training schedules

Don't Have Much Health Data?



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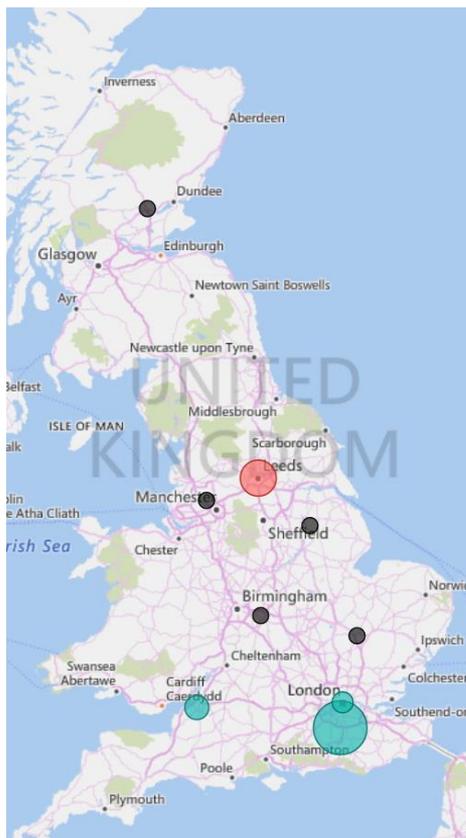
Combining:

- General company information
- Employee demographic data
- Insurance policy & claim data
- National health & wellbeing information

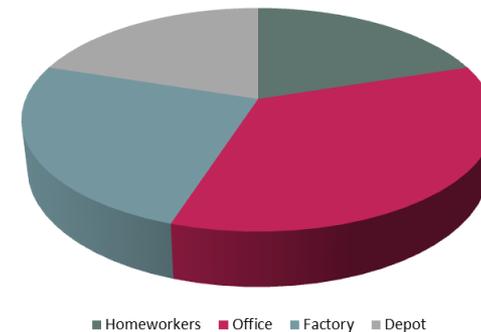
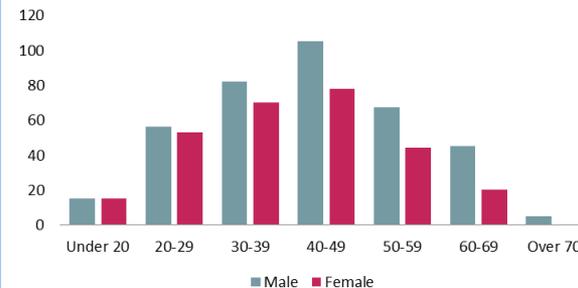


Expected risk factors

Every company is different & will have varying data sources



Age & Gender



Data Sources



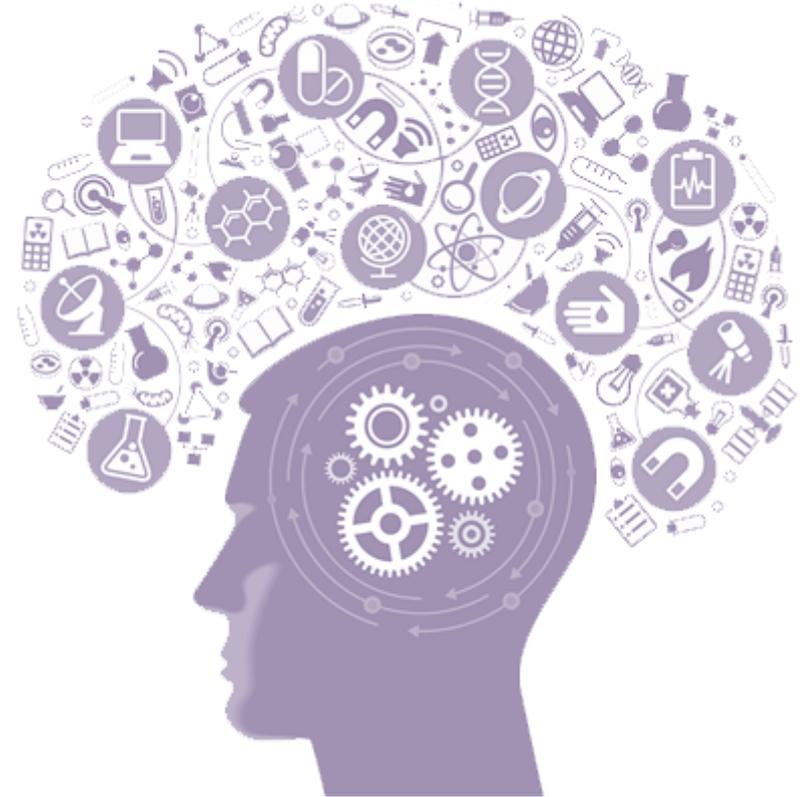
www.pshp.co.uk

Combine data sources &
information

Health snapshot, trends
& correlations

Use wellbeing expertise
to interpret

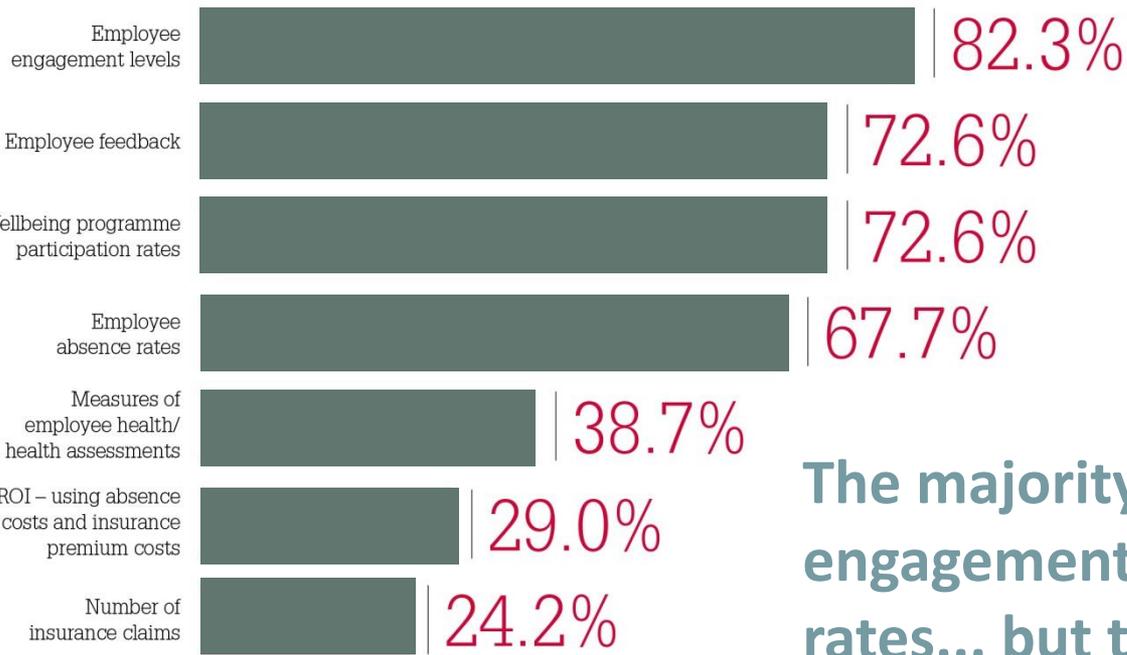
Design a bespoke wellbeing strategy based on
both your aims & underlying risks



Measuring Effectiveness



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28.6%

Of respondents measure the effectiveness of their health & wellbeing initiatives

The majority measure employee engagement, feedback & participation rates... but this does not tell you the whole story.

Figure 6.2 (Reba Employee Wellbeing Research 2017)

Measuring Effectiveness

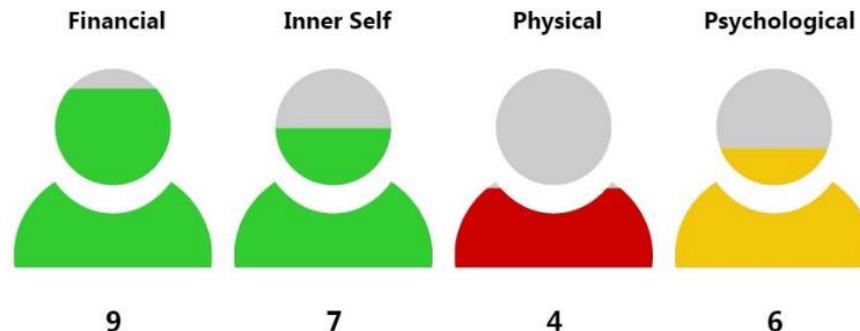


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How you are going to measure effectiveness, should be defined as part of your wellbeing strategy design

- Success measures
- Risk factors
- Reporting
- Audience

Summary



Psychological

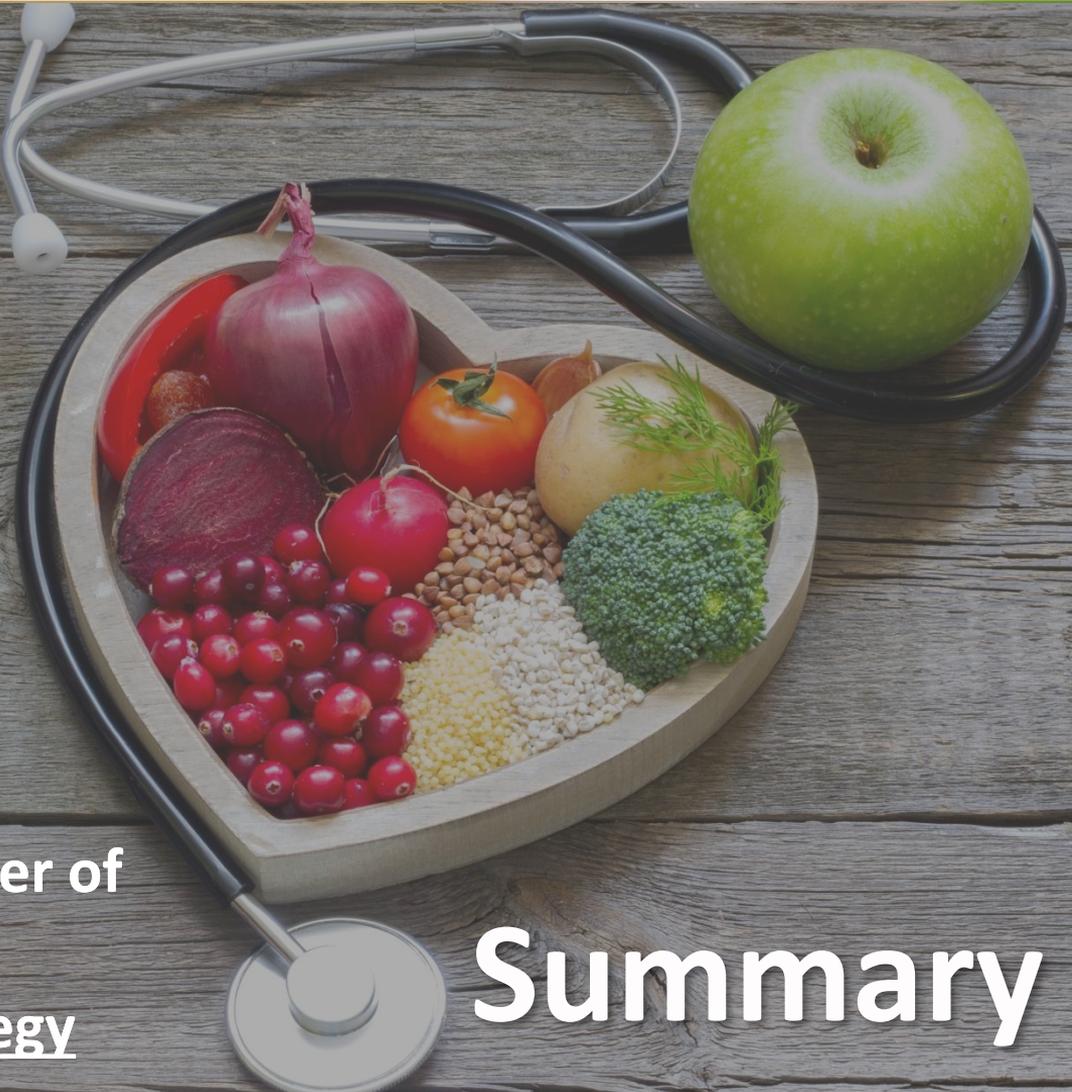


Other considerations:

- Data capture
 - Internal
 - Third party suppliers
- Internal & external influences (eg: changing demographics, restructures)

- Every company is different
- You will all be at different points in your wellbeing journey
- You have options regardless of the amount of data you have
- Consider your culture, environment and individual employees
- Creating a bespoke plan will give you the most impact

Don't underestimate the power of combining wellbeing + data = successful and enduring strategy



Summary