

Punter Southall Health & Protection.



Creating your wellness programme



Speakers



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REBA Research – Momentum Building



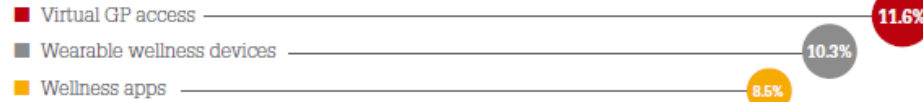
Wellness initiatives on offer

Proportion of respondents offering wellness initiatives

Top 3 wellness initiatives



3 most unusual wellness initiatives



Big shift

Wellness strategies have seen phenomenal growth in the past three years, and we expect this rapid growth to continue over the next few years. By the end of the decade we could see wellness strategies at 76.7% of organisations.





Developing Your Wellness Programme

- 1**
Wellness Committee
- 2**
Gather your data
- 3**
Ask employees
- 4**
Set objectives
- 5**
Design strategy
- 6**
Launch the programme
- 7**
Evaluate and refine





1

Wellness committee

- Management Buy in
- Wellness Champions



2

Your Data



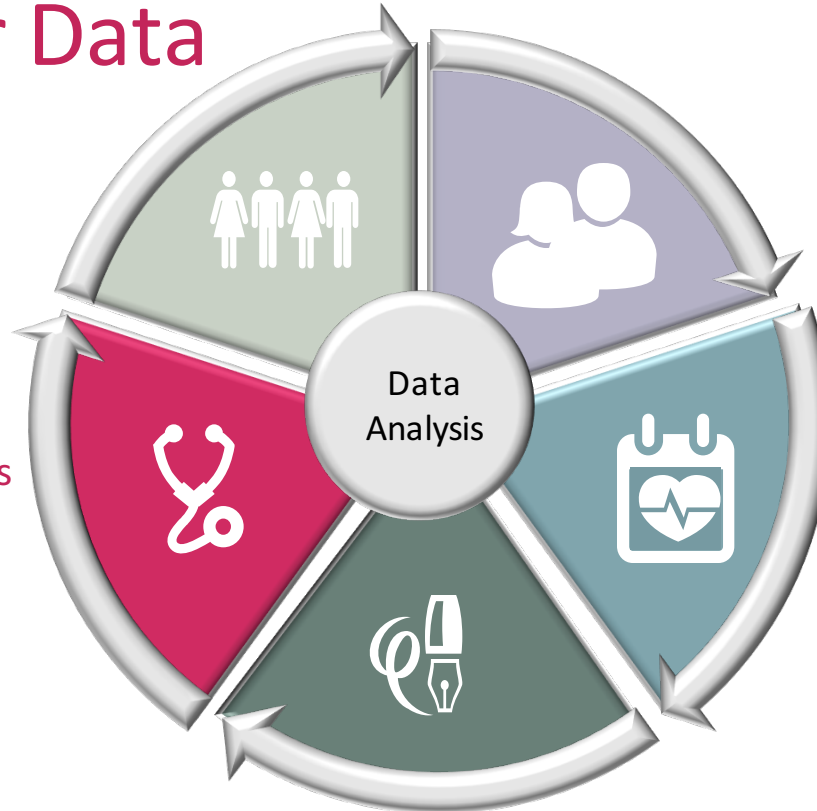
Demographic

- Age
- Salary
- Gender
- Environment



Wellbeing initiatives

- Engagement
- Health Screening
- Fitness activities
- Work environment



Employee Benefits

- Cash Plans
- Income Protection
- Medical Insurance
- Employee Assistance Programmes (EAP)



Absence Management

- Absence rates
- Occupational Health data
- Reason for absence



Policies and Procedures

- Absence
- Flexible working
- Retention and recruitment



3

Ask Your Employees



Employee Surveys



Focus Groups

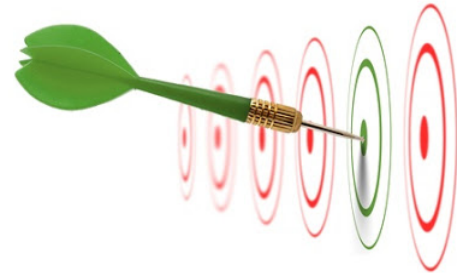


4

Set objectives



Budget



Align with Corporate objectives



5

Design your strategy



Nutrition



Physical



Psychological



Financial



Environmental



Social



6

Launch your programme

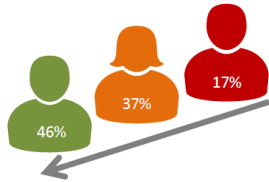




7

Evaluate and refine

Employee Health data



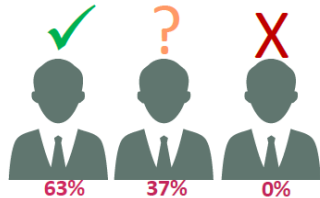
Healthcare Costs



Employee Engagement



Participation Rates and Employee satisfaction



Claims



Absence Data





Case Study – BakerWellbeing



You Spoke, We Listened



Agile Working



Health & Wellbeing



Better Workplace Practices



BakerWellbeing | Pillars

Mental Resilience



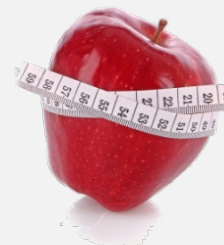
Health



Exercise



Diet



We identified 4 pillars of wellness to focus on



BakerWellbeing | Launch



Launched wellbeing programme May 2015
Keynote speech by John Binns | Keeping Fit for Success



BakerWellbeing Focus Group formed
Events to focus on each pillar every quarter



Intranet site and office communication plans





Our Approach 2016



Mental Resilience

Mental Resilience Training

'This is Me' Campaign

Communicated Support Pathways

Seminar "Tired but Wired"



Health

Health Kiosk

Cancer Support Group

On-site GP Clinics Increased

Mini Health Checks Health Assessments



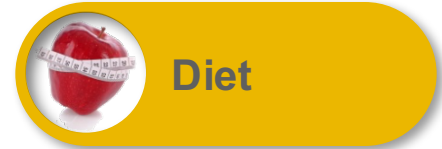
Exercise

Speaker Steve Brown Paralympian

Free FitBugs

Walking & Virtual Cycling Challenges

Onsite Gym Event



Diet

Seminar "Good Mood Food"

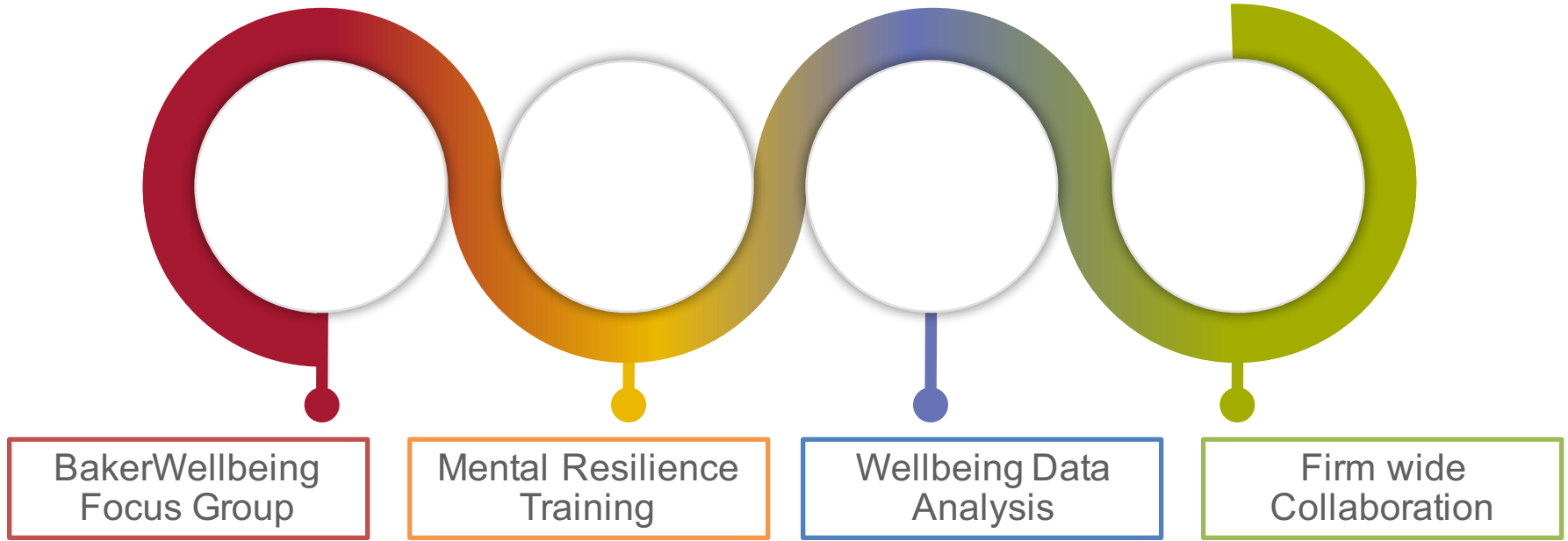
Onsite Restaurant Healthy Eating Campaign

Catering for Meetings Healthy Options

Free Fruit



Where next for BakerWellbeing?





Conclusion

**Develop wellbeing
programme to align to
organisational strategy**

**Engage with senior
leadership and
employees at all levels**

**Use wide range of
communication styles
and activities**



Enjoy making a real difference!



Any Questions?



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