

# Unipart Group Workwell Financial Wellbeing Strategy

# What I'll be covering

- A bit of background on Unipart
- Our history with Wellbeing
- Our Wellbeing Strategy
- Our Financial Wellbeing strategy
  - » Core elements
  - » Future plans

# A bit of background about Unipart....

**UNIPART**  
LOGISTICS

**UNIPART**  
MANUFACTURING

**UNIPART**  
INTERNATIONAL

**UNIPART**  
EXPERT  
PRACTICES

**UNIPART**  
AUTOPARTS

**UNIPART**  
RAIL



**SIEMENS**



**First** Great Western



University Hospitals  
Coventry and Warwickshire  
NHS Trust



**nationalgrid**



**UNIPART**  
GROUP

Royal Devon and Exeter  
NHS Foundation Trust

# We used the BiTC Workwell model to inform our Wellbeing strategy

We work closely with Business in the Community (BiTC) on our Corporate Responsibility agenda.

They have developed a Wellbeing Model – the Workwell Model – which describes the different elements that combine to promote a resilient, healthy and engaged workforce which is:

- Better able to cope with change
- Less likely to be physically unwell
- Less likely to be mentally unwell

We believe that this model represents the best in terms of thought leadership in the area of Wellbeing and have used it to help guide our strategy.



# Our strategy is simple



- The basis of our strategy is to:
  - encourage and help all our people take personal responsibility for their own health and wellbeing to improve their quality of life and levels of personal resilience;
  - support people, in particular line managers, in understanding the impact of their actions and decisions on the wellbeing of others; and
  - identify workplace factors that may negatively impact the health and wellbeing of our people and seek ways to remove or mitigate it
- The principle of personal responsibility and ownership is entirely consistent with our value set.

# It was easier to focus on some elements than others.



- We already had a strong track record in some areas.
- Based on our gap analysis it was also reasonably easy to develop interventions in some areas
- Others were more tricky.....

# Our Financial Wellbeing Strategy is simple.....



- We are working with carefully selected partners
  - Our Employee Assistance Provider (Validium)
  - Salary Finance
  - Local Experts
- And it doesn't cost a fortune!