

How well do you think you understand the needs of your workforce?

- 1. Not well at all**
- 2. Quite well**
- 3. Well enough**
- 4. Fully**





Get your vision right: be prepared for 2020 in 2016

Reward & Employee Benefits Association

Damian Stancombe, Partner – Barnett Waddingham



Workplace Health and Wealth
Bringing clarity to the complex



The problem...

“Average job tenure in the UK is among the lowest in the OECD”

Source: CIPD Megatrends 2013

“UK talent acquisition cost stands at £5,311 per hire”

Source: HR Magazine

Actual cost could be much higher – estimates run up to over £30,000 to replace a member of staff



What's the employee view?

24.2%

had considered
leaving over job
security

42.8%

state their immediate
financial security as a
concern

41.3%

do not feel they have
adequate protection in
ill health

43.8%

don't feel supported by
their employer in leading
a healthy lifestyle

Results taken from our Why BWell? and Generation Why? surveys



HUMAN CAPITAL

“Knowledge, skills, competencies and attributes of individuals that facilitate the creation of personal, social and economic well-being”

Office for National Statistics



What's the employer's view?

63%

consider employee
wellbeing very
important to their
organisation

20%

are currently
developing a
wellbeing programme

32%

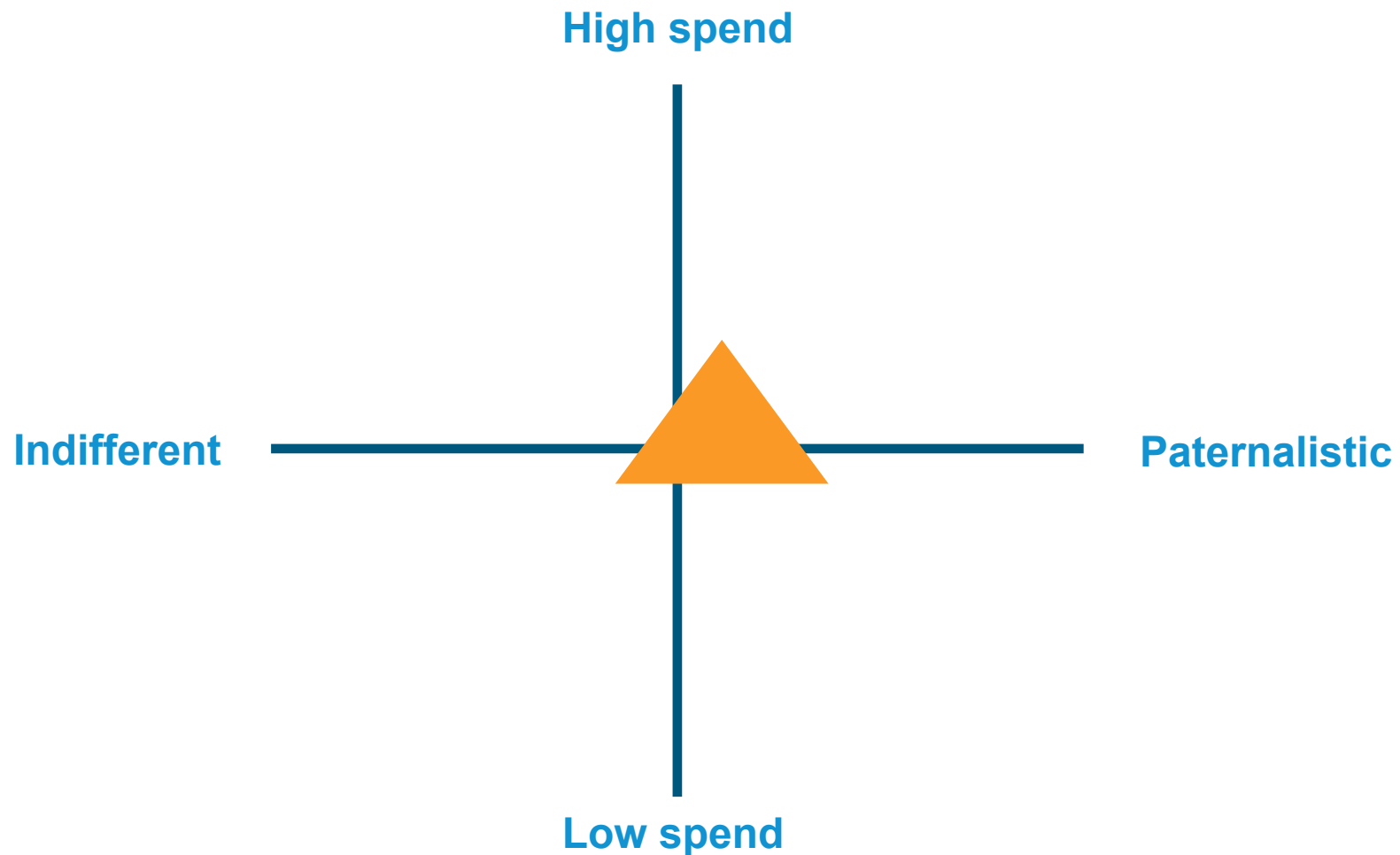
do not engage with
staff on their wellbeing

1%

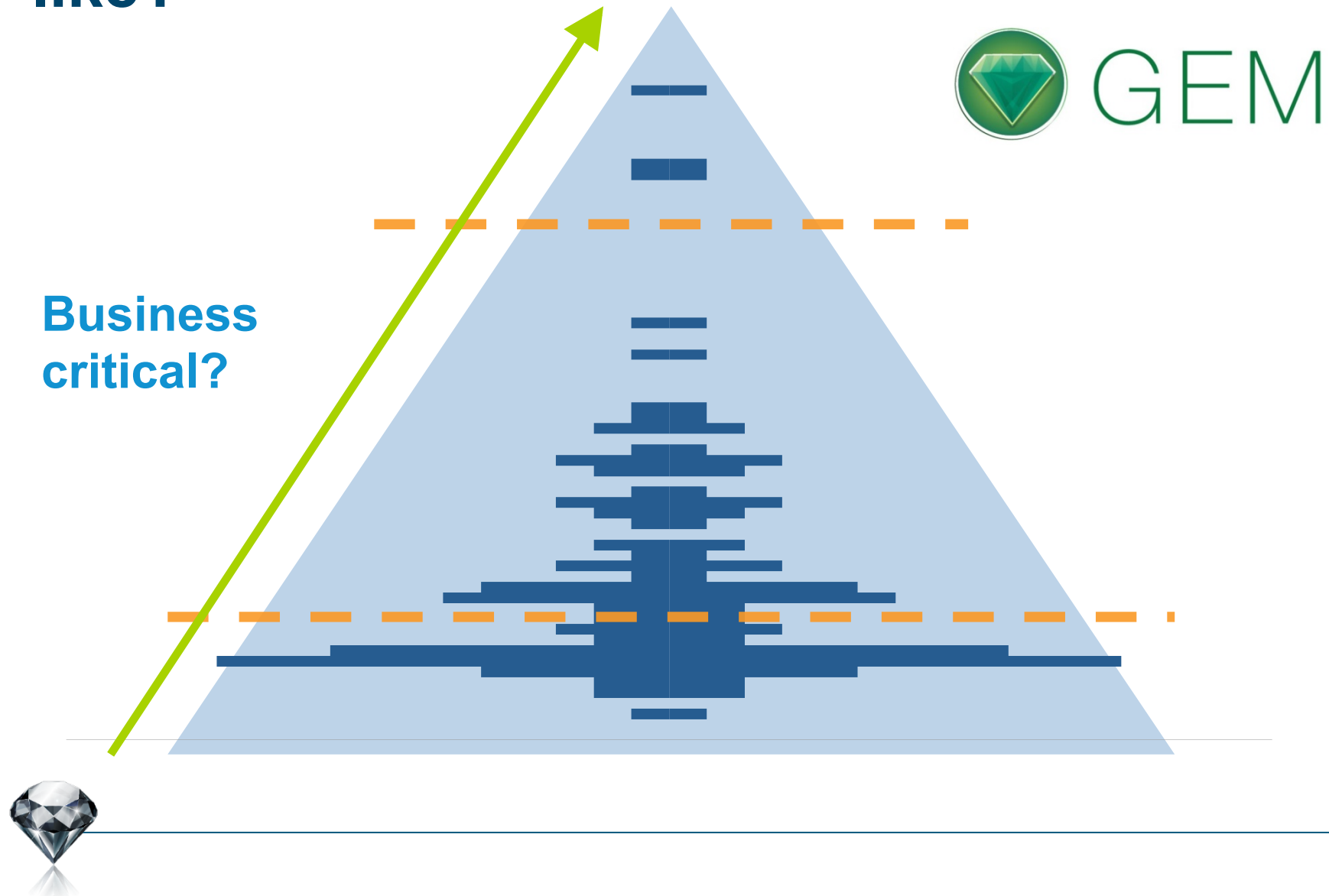
describe levels of
employee wellbeing at
their organisation as
“very high”



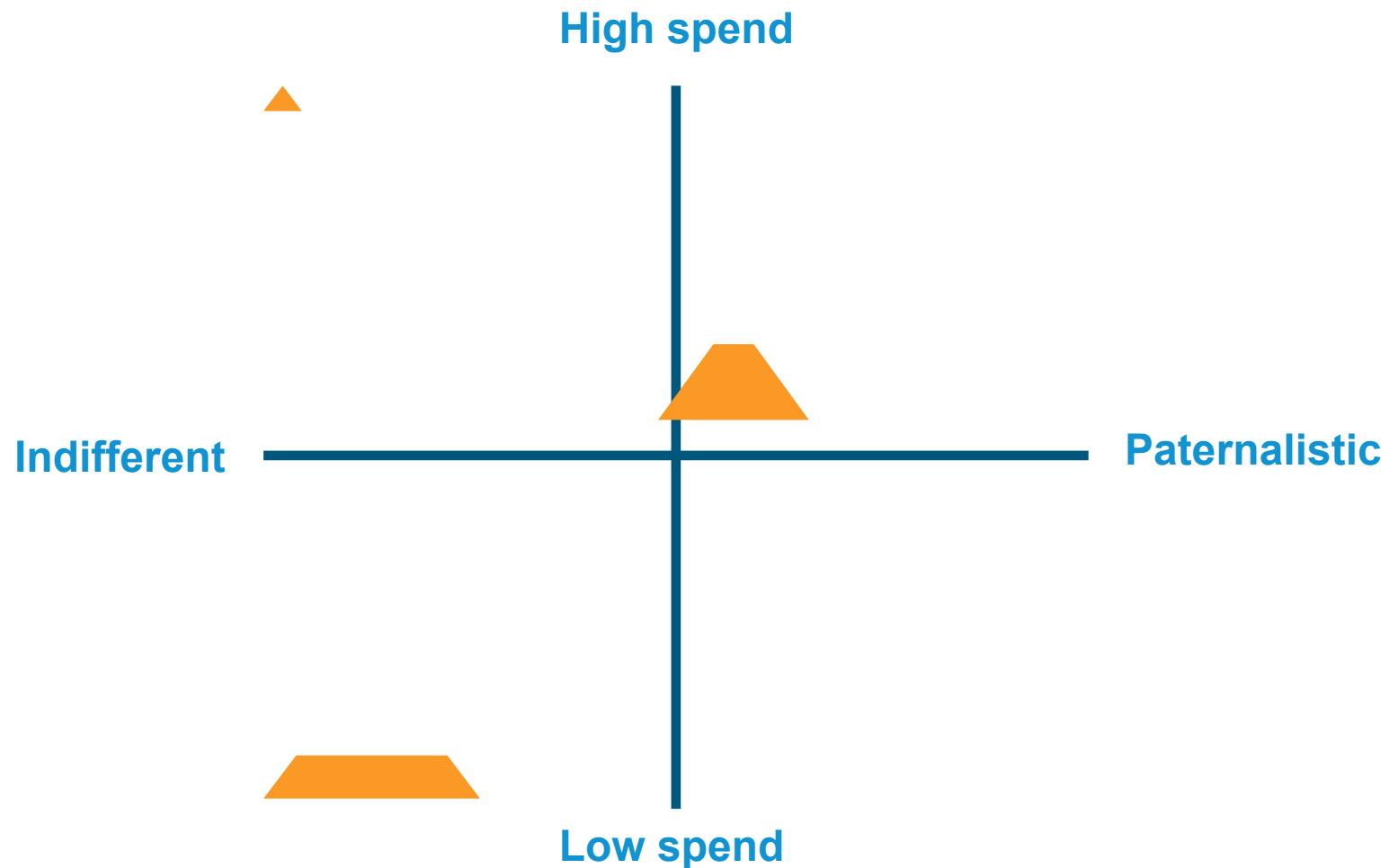
What is your relationship with your workforce?



What does your workforce look like?



What is your relationship with your workforce?





Return on investment

Indebtedness Age

Wellbeing

Premiums

Affluence

Turnover

Data

Productivity

Cost per employee

Retention

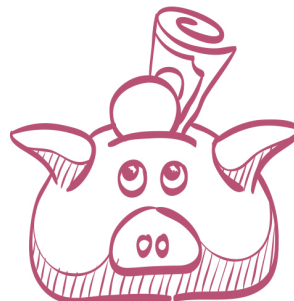
Satisfaction

Claims history

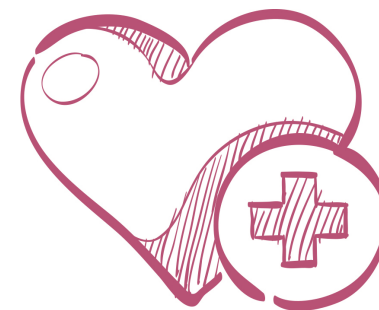




**JOB
SECURITY**



**FINANCIAL
SECURITY**



HEALTH



PROTECTION



SUPPORT

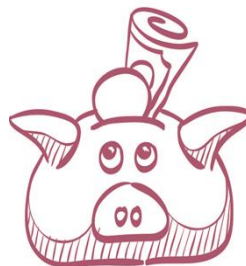


**WORK/LIFE
BALANCE**





Line manager training
Employee education
HR referral



Debt management
Financial planning
Retirement planning
Salary benchmarking



Targeted prevention
Absence management re-design
Intervention re-design
Health assessments



Line manager training
Employee assistance programs
HR referral



Benefit re-design
Voluntary benefits
Employee education



Work/life balance seminars
Flexible working
Voluntary Benefits



Output



Workplace Health



BWell



Consultancy



Online Benefits



Administration



Re-broking

Workplace Wealth



GEM



WorkplaceDC



Corporate ISA



Share Scheme



Auto Enrolment



Workplace
engagement

Do you use analytics to ensure that your HR and business strategies are aligned?

1. Yes

2. No



Questions



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