

Title: **BETTER FOR YOU** (the overarching health & wellness programme)

External/Internal Deliverer:

External (various providers)

Company contribution:

\$25,000 - \$30,000 (wellness only, excludes company benefits)

How it works/Methodology:

We offer a variety of health & wellness programmes & activities aimed at providing something for everyone. The health & wellness programmes are divided into 3 key areas and are managed by different staff members as part of a 'Better for You' team.

Company/Employee benefits (Remuneration & employment relations)

- Medical Insurance for staff and their families
- Death & disability insurance
- Flexible working arrangements
- Time off & support for staff who have illnesses ie cancer
- Employee Assistance Programme
- Additional annual leave for shift workers
- 10 days sick leave

Health Checks (offered annually)

- Skin checks
- Flu vaccinations
- Executive medicals
- Hearing test
- Workstation set up

Wellness programmes (as part of overall wellness / healthy lifestyle)

- Onsite gym & tennis court
- Boot camp with external personal trainer (3-4 per year)
- Fruit in lunchroom
- Annual sponsored corporate activities eg round the bays, and 10,000 steps

Uptake:

Approx 70% of staff are involved or participate in at least 1 wellness activity (excluding company benefits)

Implementation Issues resolved:

No specific issues.

Direct/Indirect costs: All wellness costs are met by the company – annually \$25,000 - \$30,000. Equates to \$150 pp per year (based on 200 people) – the perceived value far outweighs the cost.

Benefits: Absenteeism rate is 2.5% which is low considering half our people work on rotating shift patterns. Staff turnover rate of 6.5% (2015). Builds a healthy company culture with strong team work. Part of employee value proposition / recruitment offering.

Contact for more Information: HR, Chelsea Sugar 09 481 0720