



Summary Report

6th Global Healthy Workplace Awards
and Summit

6-7th September 2018, Bergamo, Italy

Introduction

The 6th Global Healthy Workplace Awards and Summit was hosted in partnership with the Health Protection Agency of Bergamo, bringing together leaders in global health and well-being for the advancement of healthy workplaces and employee wellbeing. The summit offered a unique opportunity for experts and leaders to raise health and wellbeing to a new level.

In Bergamo, delegates saw at first hand the very best programmes available. The Awards Finalists covers employers of all sizes - multi-nationals, large employers, and small and medium-sized enterprises - each with its own unique characteristics, strengths and challenges. Participants took the opportunity to learn from their programmes and also to share their own experiences on how best to achieve a healthier workplace.

The Summit could not have come about had it not been for the valuable efforts of our wonderful partners and we are particularly grateful for the support and friendship of the Health Protection Agency of Bergamo, WHP Bergamo, Optum, FIESC - SESI/SC, and the University of Bergamo.



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Summit Participants

The 6th Global Healthy Workplace Awards and Summit attracted over 200 people representing 20 countries from 6 continents. The summit boasted a mix of influential stakeholders: employers, health vendors, insurances, academic institutions, international organisations, NGOs, and media.

Selection of participants

A.B. May, ABQV, American University, ATS Bergamo, Azienda Transporti Bergamo (ATB), Babylon Health, CBIZ, Centrum Werk Gezondheid, City of Bergamo, Confindustria Bergamo, Dubai Police, European Agency for Safety and Health at Work, European Network for Workplace Health Promotion, Fantabress Quartet, FIESC, Flight Centre Travel Group, FZ Safety & Health Care, GCNet – Ghana Community Network Services Ltd, Griffith University, Health Improvement Solutions, Health Promotion Board Singapore, Health Protection Agency Bergamo, HERO, Hospital Alemão Oswaldo Cruz, i-genius, IAWHP, IIHP, iHMQ, INSHT, Institute for Employment Studies, International Health Consulting, International Organisation of Employers (IOE), IPH, IVS Italia SPA, L'Eco Di Bergamo, Lendlease, Lincoln Industries, Mayor Bergamo, National Environment Agency Singapore, National Institute for Health and Welfare (Finland), National Institute for Public Health (Czech Republic), OECD, Optum, Optum International, OVET, Pan American Energy, Rontens, Sanofi, Sarape Social, SESI, ŠKODA AUTO a.s., Technoblu, Unilever, University of Bergamo, University of Perugia, University West, UNPRI, Visit Bergamo, Vital Leadership, VitaS, World Health Organisation (WHO), WHP Bergamo, World Bank.



2018 Global Healthy Workplace Awards Winners

Lendlease, Australia – Multinational Winner

The Australian-based construction and infrastructure company has demonstrated a long-time dedication to sustainability and actively promoting employee health and wellbeing. Lendlease's Global Minimum Requirements (GMRs) provide a consistent global standard to create healthy and safe workplaces for all including the subcontractor workforce. The 2017 Global Work Health Insight study showed continued progress in various health and wellbeing areas such as mental wellbeing, healthy eating and physical activity. More than 1631 workers have participated in at least one mental health program, 66% of employees using their wellbeing leave and 74% of employees are highly engaged. This has led to a positive social return-on-investment (SROI).



Hospital Alemão Oswaldo Cruz (HAOC), Brazil – Large Winner

Hospital Alemão Oswaldo Cruz (HAOC) is a philanthropic not-for-profit private hospital in São Paulo, Brazil. HAOC's commitment to a healthy workplace is long-standing and is reflected in its value proposition, which underlines its commitment to contributing to business sustainability by providing the best health experience possible. The HAOC Programa Bem-Estar (PBE) touches the key dimensions of a healthy workplace, is driven by 18 health professionals as well as strategic partners and includes an integrated digital platform. Reductions in health risks, health care costs and absenteeism have produced a cost-effective program and a positive return-on-investment (ROI).



A.B. May, USA – SME Winner

AB May is a local, family-owned business of 250 employees providing home services in the Kansas City area. The owners play a visible leadership role in driving and living the 12 elements of great management which are designed to empower all employees. The holistic health programme is rooted in the five pillars of wellbeing: physical, financial, purpose, social and community. Success is measured by a comprehensive scorecard, engagement surveys, company driven data and a vision traction organizer. AB May credits its increased profits, increased engagement and decreased turnover to its health and wellbeing programme.



2018 Global Healthy Workplace Awards Finalists

Flight Centre Travel Group, Australia – Multinational Finalist

FCTG has its in-house health and wellness provider who looks after approximately 20,000 employees in 23 countries. Programming efforts are guided by the overarching goal of creating a workplace culture of lifelong advocates and be an employer of choice. A comprehensive programme includes bioage consults, personal training and fitness classes, massage, mental and physical health challenges as well as discounted products amounting to more than 80,000 interactions. More recently FCTG has improved its work environment by focusing on energy conservation, natural light and open plan offices. As a result, FCTG records 3.4 average sick days compared to an industry average of 10.4 days.

National Environment Agency of Singapore – Large Finalist

The 3,800 staff of NEA works across Singapore in a complex and dynamic environment. The healthy workplace programme consists of Workplace Safety & Health (WSH), Employee Wellbeing and Workplace Culture. Employees are motivated to actively participate and create their own initiatives via the Communities of Practice (COPs) and Communities of Interests (COI). The holistic well-being approach contributes to low turnover and lower medical costs. The deliberate and systematic culture development features instilling a sense of purpose and belonging and building cultural capabilities like proactive agility, collaborative resourcefulness and determined fortitude.

VitaS, Belgium – SME Finalist

VitaS is a medium-sized enterprise of 350 employees providing elderly care services in Belgium. VitaS believes a health organization can only be achieved with healthy employees. A thorough needs assessment revealed four main areas to focus on: ergonomics and good working conditions, to stay healthy and fit at work, motivation and work life balance. In order to promote a good work life balance self-scheduling, transparent holiday management and a reduction of working hours was introduced. Key factors leading to positive outcomes are the involvement of mixed age teams, programme ambassadors, the ownership of the work schedule, improved communication and greater management commitment.



Key Insights

The following key insights were broadcast by a selection of global experts during the Global Summit:

1. Creating healthy workplaces as per the World Health Organization (WHO) is the right, legal and smart thing to do.

It is important to look at the wider picture of the social determinants of health, health inequalities, responsible investing and the part that workplaces play

2. The workplace is a crucial setting to fight non-communicable diseases (NCDs).

Millions of global deaths are attributed to NCD's and more advocacy to acknowledge the role of workplaces as strategic platform to promote health and wellbeing is needed. The World Health Organization (WHO) is providing guidance on how to promote health towards the Sustainable Development Goals (SDGs), which entails leveraging workplaces to promote health and wellbeing.

3. Artificial Intelligence (AI) will play a growing role with improving health and wellbeing in the future working world.

AI applications offer significant opportunities for improved health and wellbeing in a changing working world but data privacy and security concerns remain and need to be diligently addressed.

4. Small and medium-sized enterprises (SMEs) often apply innovative approaches to create healthy workplaces.

While SMEs often face considerable challenges in terms of resource limitations and competing priorities with adequate technical support, networking opportunities and incentives they are well-positioned to create innovative healthy workplace programs.

5. Investors need to know if their companies have a credible healthy workplace program.

Successful investors require intricate knowledge of the underlying performance of a company and a growing number of investors and financial analysts understand the importance of workplace health and wellbeing under the umbrella of environmental, social and governance (ESG) criteria.



Testimonials

The Global Healthy Workplace summit showcased some of the world's best Workplace Health and Wellbeing offerings and provided insights into engaging investors and the importance of providing healthy workplace indicators to showcase good business performance.

Jane Gardner, Lendlease International

The event was brilliant, with presentations of winning cases, and the lectures with people of recognition in the key themes. The presentations showed the importance of technology, as allied in the actions of population health management and in the programs of promotion, prevention and well-being.

Leonardo Piovesan Mendonça, Hospital Alemão Oswaldo Cruz

There were so many professionals that are working every day to provide information and strategies for people to live long, healthy lives. We were very impressed with the presentations and research. The data agrees that there is much we can do to affect our own health and the workplace is a natural place to help people make healthy decisions.

Shirley Posladek, A.B. May

Congratulations on another summit. Each new summit is a victory. You integrated new trends (such as artificial intelligence) with WHP management in the Summit. The support from Bergamo stakeholders has been impressive.

Alberto Ogata, ABQV

A well organized conference with insightful presentations and a lot of innovative ideas on healthy workplaces. A great avenue for sharing ideas and networking.

Edith Clarke, FZ Safety & Health Care

Simply put, everything at the Global Healthy Workplace Summit was "Major League" . Location, hospitality, content, logistics. Thanks for efforts to impact workplaces worldwide. I will be spreading the word!

Jack Bastable, CBIZ





Good Health is Good Business

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