



Summary Report

7th Global Healthy Workplace Awards and Summit
October 30-1 November 2019, Melbourne, Australia

Introduction

The 7th Global Healthy Workplace Awards and Summit was hosted in partnership with **Monash University**, and brought together leaders 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 Melbourne, delegates at first hand the very best programmes available. The Awards Finalists covered large employers and small and medium-sized enterprises - each with its own unique characteristics, strengths and challenges. Participants were able to take this unique opportunity to learn from these programmes and also to share their own experiences on how best to achieve a healthier workplace.

This 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 Monash University. We look forward to working ever more closely with them and all our partners in the period ahead.



Sponsors and Partners



Summit Participants

The 7th Global Healthy Workplace Awards and Summit attracted over 100 people representing 15 countries from 6 continents. The summit included a mix of influential stakeholders: employers, health vendors, insurances, academic institutions, international organisations, NGOs, and media.



ABQV	Marimo5 Co.
Allianz Australia Insurance Ltd	Mars Inc
American University	McColl's Transport
APEC Mental Health	Mental Health Commission of Canada
Arup	Monash Graduate Association
Auckland District Health Board	Monash University
Australian Chamber of Commerce & Industry	New Zealand Treasury
CBA Human Resources	Newcrest Mining
Chevron Australia	OECD
Comcare	Optum
CoreHealth	Petroliaam Nasional Berhad
Department of Health, HKSARG	Premium Health
FZ Safety & Health Centre	Reliance Industries
GCHW	Royal Melbourne Institute of Technology
Global Prairie	SafeWork NSW
Health Improvement Solutions	St John of God Health Care
HealthPartners Institute	SuperFriend
Hero MotoCorp	Swisse Wellness
HPB Singapore	University of Southern Queensland
IAWHP	University of Sydney
IBM Watson Health	University West
INSPQ	Victoria University of Wellington
IOE	VitaS
Jemena	Wellness Designs
Laval University	Woods Bagot
Lendlease	Workplace Safety Services P/L
LifeWorks	World Bank
Marisol SA	

Capacity Building Seminar on How to Create a Healthy Workplace

For the first time the GCHW hosted a pre-Summit Capacity Building Seminar on How to Create a Healthy Workplace in partnership with the **International Association for Worksite Health Promotion (IAWHP)**. The interactive seminar focused on program implementation and issues close to workplace health promotion practitioners. The opening panel featured **Global Healthy Workplace Awards winners Lendlease, Jemena and Monash University** followed by a presentation on Mindfulness for Wellbeing and Peak Performance by Monash University. Participants had the opportunity to meet global experts and share their own experiences in the Practitioner Roundtables which focused on five key areas:

1. Physical work environment
2. Psychosocial work environment
3. Personal Health & Wellbeing
4. Enterprise-Community Involvement
5. Evaluation & Continuous Improvement



2019 Global Healthy Workplace Awards Winners



Hero MotoCorp, India – Large Winner

Hero MotoCorp is the world's largest 2-wheeler manufacturer based in New Delhi, India. The company has been offering health and wellness services to their 33,000 employees since 2002. Hero's OHS policy ensures health and wellness is incorporated into the organisation's business strategy. The cross-functional *Total Productive Maintenance (TPM)* committee safeguards the eight pillars for safe work, a healthy workforce and increased productivity. The company implements strategically driven and sustainable non-communicable disease (NCD) interventions and tobacco prohibition programs. Hero also places great emphasis on involving the community and following a sustainability based on the triple bottom line.



Global Prairie, USA – SME Winner

Global Prairie is a global marketing firm based in Kansas City, USA, a certified Benefit Corporation (B-Corp) dedicated to cultivating a healthier world. The firm's senior leaders promote and participate in the programs and actively contribute ideas to the health & wellness committee. The company offers an unlimited PTO (paid time off) policy, a Sabbatical Leave policy allowing up to 8-weeks of paid time off, and team members are given 117 hours annually to volunteer with civic and non-profit organizations they are passionate about. Two full-time employees (FTEs) lead the health & wellness efforts on a day-to-day basis. Activities offered to the 75 employees include a digital health and wellness platform, a wellness reimbursement benefit (every full-time employee is given \$500 annually for wellness-related expenses), biometric screening and coaching.



2019 Global Healthy Workplace Awards Large Finalists



Marisol SA, Brazil – Large Finalist

Marisol SA is one of the leading companies in the Brazilian clothing industry with 2400 employees. In 2017 the company launched the “Programa Quero + Saúde Marisol” (Want More Health Program), which gathered existing programs into a cohesive strategy as well as launched new initiatives identified by an employee health and welfare survey. The strategy, developed in partnership with the Industrial Social Service (SESI), is aligned with Marisol’s purpose of “Creating a better future” and actively supported by the company president who suggested that all employees of the company received a bicycle as a Christmas gift as part of Marisol’s 50-year celebrations. The program is monitored mainly by 18 key performance indicators (KPIs) such as employee turnover and satisfaction, a health scorecard and Workplace Index (psychosocial indicator).



Reliance Industries, India– Large Finalist

The Jamnagar Manufacturing Division of the Indian conglomerate Reliance Industries Limited (RIL) has been advancing the health of their 8500 employees for over 15 years. The Health, Safety & Environment policy (HSE) has been signed by Chairman, Mukesh Ambani who publicly stated that *“the safety and health of personnel and protection of environment overrides all production goals”*. Health and environmental responsibilities are incorporated in strategic Annual Operating Plans (AOP) for various business functions. A strong Health, Safety & Environment (HSE) culture has helped advance various wellness programs and resource with a dedicated budget. RIL tracks employee health scores, which they have been able to improve significantly overall from 2013 to 2019.



2019 Global Healthy Workplace Awards SME Finalists



Swisse Wellness, Australia— SME Finalist

Swisse Wellness is an Australian company dedicated to making people healthier and happier through natural health products and education. Established in Melbourne in 1969, Swisse employs 350 team members globally. The company Health and Safety team has been integrated into People and Culture to improve outcomes for teams and business. The wellness pillars are mind, movement and nutrition. The company launched Australia's first Ride to Work Scheme as the first ANZ business to offer employees a tax-deductible salary sacrifice ride to work scheme. Australian Tour De France winner, Cadel Evans, is supporting the initiative of Swisse Wellness to encourage all Australians to cycle more and have an active lifestyle. Key metrics include Total Recordable Injury Frequency Rate, program participation, engagement, sick leave, retention, productivity, gender representation and leave balances.



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 revealed by global experts at the Global Summit:

1. Human capital development requires greater country investment in health.

The World Bank's Human Capital Index identifies survival, school and health as the main components to focus on. The contribution of health to the productivity of workers is massive. New Zealand has recognised the four capitals (natural, human, social and financial/physical) are the assets that generate wellbeing now and into the future.

2. Workplace health promotion programmes work...

...but it depends how they are designed. Well-designed comprehensive programs can improve health and well-being, save money, generate a positive culture at the workplace and be an important element in improving community health and vitality.

3. The most effective way to create healthy workplaces in small and medium-sized enterprises (SMEs) is to convince the business leader.

SME leaders need to hear directly from other business leaders on the value of investing in employee health (this can also be from large enterprises). A primary motivation for creating workplace health programmes is in showing employees that the boss cares about them.

4. Mentally healthy workplaces require the management of psychosocial risks and review of the organisational design of the business.

Beyond individually-focused programs and resources employers need to address psychosocial factors such as job content, workload/pace, control, trust, inclusiveness, etc. in order to improve mental health of their employees.

5. Mindfulness is a viable workplace health promotion programme with numerous benefits.

Research shows that mindfulness can reduce stress, anxiety and depressive symptoms, enhance cognitive performance e.g. concentration, memory and processing, speed, and improve work performance.



Testimonials

"Thank you so much for hosting an incredible summit. I walked away feeling energized and motivated. I was thoroughly impressed with the content (speakers), innovative concepts and the network building opportunities." - **Kellie Jax, Optum**

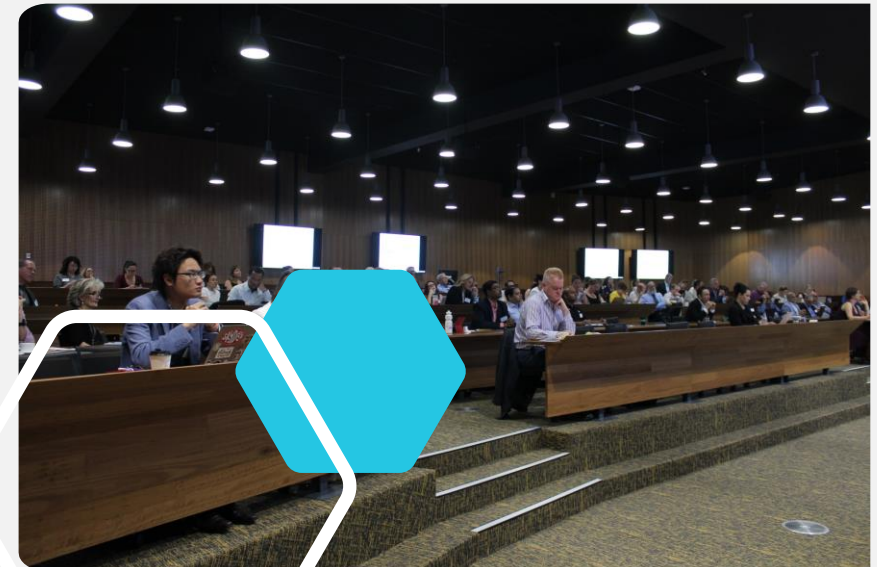
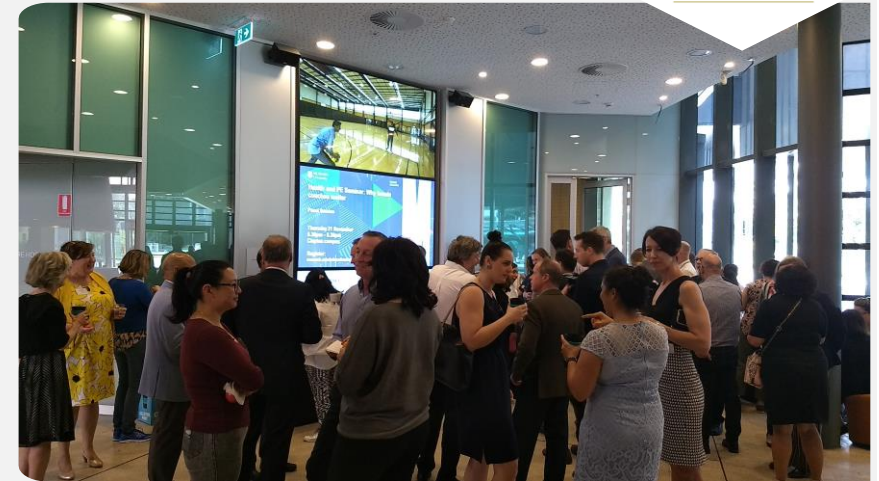
"The Global Centre of Healthy Workplace (GCHW) offered a great opportunity for IAWHP. Our organization has been invited to co-host the "Capacity Building Seminar on How to Create a Healthy Workplace". We have had lively discussions about the four avenues of WHO model. The Award winners (SME - Global Prairie - USA) and (Large companies - HERO MotoCorp - India) are great cases." - **Alberto Ogata, IAWHP**

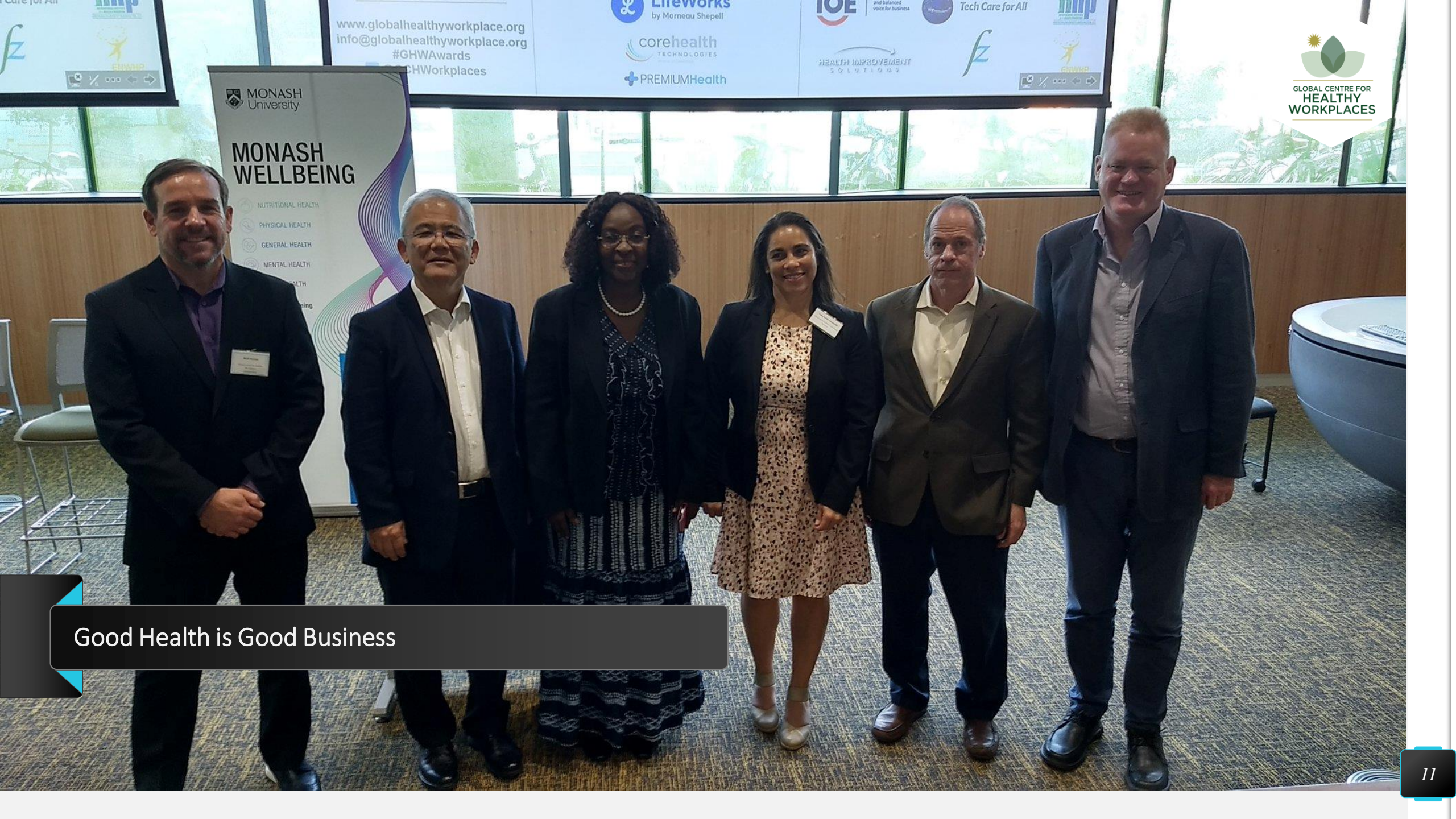
"We loved the Summit! We were so inspired by each of the companies that presented. We brought back many ideas, but also feelings of pride, rejuvenation, and encouragement. We are forever grateful for the opportunity it gave us to meet and engage with business leaders from all over the world - who are each striving to make positive changes to their workplace health, wellbeing, and culture." - **Kirsten Green, Global Prairie**

"It was enriching to hear from the various speakers and beneficial to learn and share our common interest in workplace health & wellbeing. I had a great time meeting and networking with the participants from different countries and I certainly look forward to further this engagement and commitment." - **Simon Lim, Health Promotion Board Singapore**

"Just wanted to say thanks for all the effort you must have put in to bringing the GHWA to Australia - and it was such a slickly run show - even running early on day 1! The food, venue, and content was great..." - **Thea O'Connor, Australia**

"It was really an inspiring event. Good content and also a good arrangement in the different meetings." - **Jan Winroth, University West, Sweden**





Good Health is Good Business

Contact

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