



10th Global Healthy Workplace Awards & Summit

8 – 9 November 2022

Summit Summary Report





Overview

02

The past couple of years has seen employee wellbeing rise to the top of the priorities for CEOs and business leaders – the linkage between health and performance is now indisputable. The 10th Global Healthy Workplace Summit examined how the very best employers are addressing the future – what strategic models they are putting in place, and how they are building internal consensus when addressing the most pressing problems, especially in the domain of mental health.

We invited participants to explore what the best are doing and sharing what it means for you and your organisation. The highlight of the summit was the Global Awards Finalist presentations where participants observed exceptional best practice. This was a great opportunity to gain insights and learn from the world's best workplace health programmes. The 2022 Finalists for the prestigious Awards were: [CGI](#) (Canada), [EDP](#) (Portugal), [Godrej Industries](#) (India), [National University of Singapore](#) (Singapore), [APHRC](#) (Kenya), and [Tradedoubler](#) (Poland).

This truly was a unique opportunity to hear how the best are delivering workplace health excellence.

Global Centre for Healthy Workplaces



Sponsors & Partners

03

Optum



Summit Participants

04

The 10th Global Healthy Workplace Awards and Summit attracted over 150 people representing 37 countries from 6 continents.

The summit included a mix of influential stakeholders: employers, health vendors, insurances, academic institutions, international organisations, NGOs, and media.

ABC Health	Health Enhancement Research Organization (HERO)	Optum
ABQV	Health Improvement Solutions	OQ8
Abu Dhabi Public Health Center	Health Promotion Board	Osha Europe
African Population and Health Research Center	HealthPartners Institute	Rogers County Health Dept
American University	Healthy Body Plans	Rowan University
APB Consulting Ltd	HERO	SANOFI
APO Tokyo	Hero Health	Science for Africa Foundation
Arogya World	Hero MotoCorp Ltd	Self-employed/Private/Consultants
Bupa	HFH	SHINE WW
Cardea Health Consulting	Higher Calling Solutions	Siemens
CDC	HSPM	Siemens AG
CGI	IAWHP	Singapore Power Limited
Chevron	IES	Social Services for Industries - SESI
Cigna	i-genius	SP Group Limited
CoCulture LLC	ILO	Supreme Council for Family Affairs
Corporate Health Unlimited	International Organisation of Employers	Tech Care for All
Crisp Consultancy	Janice Riegen	Toyota Motor Europe
Cummins Inc.	Johns Hopkins	Tradedoubler
Cummins India Ltd	Johns Hopkins University Bloomberg School of Public Health	Unilever
Development Academy of the Philippines	Koç Holding	Università degli Studi di Perugia
DSV Road AB	Larsen & Toubro Infotech	University of Ibadan
EDP Energias de Portugal S.A	Lendlease	University of Northampton
ENWHP	Lockton	University of Southern Queensland
Eurofound	Mars	University of Tübingen
FCPS	MCA	WebMD Health Services
FUNDACAO GETULIO VARGAS	Mercer Marsh Beneficios	White & Case LLP
FZ Safety and Health Centre	Monash University	WHO
GCHW	National Institute for Health and Welfare	Wolf Kirsten International
Godrej Industries Limited	National University of Singapore	World Bank Group
Groupe SEB	Occupational Safety and Health Center	Zub Chord Tech ventures
HCA Healthcare	OECD	
Headversity	OhioHealth	



Key Insights

05

1. Workplace Health and Wellbeing is growing globally. However, comprehensive and systematic approaches showing outcomes are largely lacking.

2. Public expectations of enterprises to provide safe, healthy and meaningful working environments are increasing. These expectations are mainly driven by the ESG (Environment, Social, Governance) and sustainability movements as well as job seekers at-large.

3. Mental illness is a key challenge globally. According to the WHO 15% of working-age adults had a mental disorder in 2019 resulting in 12 billion working days lost every year to depression and anxiety.

4. Strategies to address mental health at work need to prevent, protect and promote, and support. Interventions should feature psychosocial risk management, manager and worker training, accommodations and return-to-work programmes (2022 WHO-ILO Policy brief).



Key Insights Continued

06

5. Leaders are asked to take a more proactive and empathetic role in the wellbeing of their employees. It is essential to provide leaders with training, resources and tools to assume this role.

6. An effective way of tracking wellbeing and psychosocial risks at the enterprise level is through the annual engagement survey. Many enterprises conduct an engagement survey which typically enjoys good participation and leadership attention.

7. Innovative working time models can reduce stress and increase productivity. Next to flexible hours and hybrid working, 4-day working weeks, 6-hour working days and 30-minute meetings are currently being trialled with initial positive outcomes.

8. Individual strategies and solutions need to be scalable.

Innovative solutions which work in a specific unit or population may not work for the bulk of employees or company, e.g. office vs. manual labour vs remote workers.

2022 AWARDS WINNERS



**10th Global Healthy
Workplace Awards
& Summit**
8 – 9 November 2022

EDP
Multinational Employer, Portugal

National University of Singapore
Large Employer, Singapore

APHRC
SME Employer, Kenya

Multinational Employer Awards Winner & Finalist

08

CGI, Canada, Awards Finalist



To make its health and well-being vision a reality, CGI has its own Centre of Expertise branded as Oxygen, backed by a global multidisciplinary team specialized in workplace health and well-being. CGI embeds health and well-being best practices into all processes, environment, and initiatives by providing resources that cover the members' (employees') needs and strengthen the connection between members and leaders to help create a healthy and safe work environment. As part of its commitment, Oxygen also acts as the organization's health and well-being consultants by recommending the right investments for a comprehensive range of global and local resources, initiatives and programs to support members' mental, physical, social and financial well-being, through an integrated and holistic approach.

Designed to support and enhance 84,000 members' and leaders' health and well-being experience wherever they are, the offering includes a comprehensive Member Assistance Program, a digital platform called the Oxygen Portal, online learning channels on specific health & well-being topics, monthly educational newsletters and articles, an internal Mental Health Champions network, and a number of global, regional, and local initiatives covering every aspect of the health continuum, from prevention and education to risk identification and intervention. Lastly, Oxygen also educates and accompanies CGI leaders to help them detect and manage early warning signs of physical and mental health challenges and to develop management practices fostering health & well-being.

EDP, Portugal, Awards Winner



In 2021 EDP defined a global well-being strategy with the sponsorship of the CEO, with a clear vision to promote a healthy, energized and prosperous work environment, fostered by a human-centered experience that enables everyone to perform at their best. Through this strategy, five strategic goals have been set:

- 1) To promote an overall well-being experience through a holistic approach, clear responsibilities and a well-being ecosystem
- 2) Lead by example, generating business results through empathetic, authentic and conscious leadership of the well-being of its people
- 3) Focus on and promotion of physical and mental well-being as the key to a healthy and productive workplace (post pandemic)
- 4) Ensure a useful, balanced and easily accessible well-being service, tailored to the needs of our people in the 5 pillars of wellbeing
- 5) Communicate a vivid and engaging story, aligned with the business, brand and people narrative.

Considering all personal and professional challenges, this strategy is based on a holistic approach and grounded in 5 key dimensions of well-being:

- Physical where topics such as nutrition and physical exercise are included;
- Social where the volunteer program stands out;
- Professional working on topics such as recognition and feedback
- Financial regarding financial literacy and financial support
- Emotional psychological support and awareness campaigns to break the stigma associated with mental health.

Large Employer Awards Winner & Finalist

09

Godrej Industries, India, Awards Finalist



Godrej Industries Limited is a people first company. Leadership, workers, and managers collaborate to use continual improvement process to protect and promote the health, safety and well-being of all workers and the sustainability of the workplace and environment.

A safe work equipment and environment is provided with the use of technology and training to decrease accidents, incidents and identify near misses. A comprehensive mental awareness program is offered to maintain work life balance.

Leadership reaches out to the staff through app-based small group meetings, physical visits every quarter, virtual cafés, and recurrent mailers. Employees can enjoy a healthy multi cuisine in subsidized cafeterias as well as gymnasiums, rest and relaxation rooms, silent rooms, and wellness sessions. Well equipped, state-of-the-art health center with primary treatment facilities.

Onsite Covid -19 vaccination and health checkups are provided. Unique features of the program include India's first online platelet donor community, hygiene program with the Indian Railways, trust based and unlimited sick leave, care giver policy and medical benefits policy including parents in laws, in house developed health risk assessment with measurable outcomes and healthy programs which are relevant, agile, disease-focused and customized as per the need of employee.



National University of Singapore, Singapore, Awards Winner

NUS believes that the responsibility to care for the health and wellbeing of our staff is not simply a HR function but one of the entire organisation. Therefore, a key strategic move was made by leadership to create dedicated wellbeing units to synchronise university wide health promotion approaches and create accountability for different NUS stakeholders (i.e. HR, Risk and Safety, Health and Wellbeing units, Senior Leadership etc.). Two key units are tasked with this responsibility:

- 1) University Health Centre to look after general employee health
- 2) Health and Wellbeing Unit to look after employee mental health & wellbeing

The Health and Wellbeing team developed the WellNUS[®] Mental Health framework, a holistic mental health and wellbeing framework that systematically maps out the different parts of a person's wellbeing journey and identifies the relevant initiatives and key stakeholders to provide support. The framework covers both preventive upstream services and downstream operational services, thereby supporting employees every step of the way; from well states, to states that may benefit from intervention and support and to recovery and back-to-work transition stages. The comprehensive range of programmes and services offered under these wellbeing frameworks are frequently communicated to existing and prospective employees as a strategy to attract, engage and retain them.

SME Employer Awards Winner & Finalist

10



APHRC, Kenya, Awards Winner

APHRC's Healthy Workplace program is embedded in every aspect of the APHRC way of life as demonstrated by the policies, systems, structures, initiatives and programs that have been put in place over the years. Wellness is a core element of the organizational culture, which places emphasis on work-life balance and attention to physical and mental health to ensure work practices that sustain a healthy workforce. Numerous wellness initiatives and programs have been rolled out over the years and these are subject to continuous improvement to address the dynamic nature of wellness challenges and the needs of employees. The Healthy Workplace program is adapted to emerging wellness trends and practices through benchmarking exercises and by soliciting input from staff and other stakeholders. For instance, a keen interest in addressing mental health challenges has been taken during the COVID-19 pandemic.

APHRC also provides annual training to fire marshals and first aiders and the staff population undergoes fire sensitization training annually. A unique aspect of the program is the innovative approach of delivering initiatives virtually. Staff receive the wellness offerings from the comfort of their homes or in different locations. Offering these programs virtually has boosted uptake significantly.



Tradedoubler, Poland, Awards Finalist

The Tradedoubler program is titled "Less is More" program – work-life fit program. Tradedoubler strongly believes that the most important benefit for employees is time. The program was introduced a year before the pandemic, the first in Eastern Europe to implement:

- a 6-hour working day
- full opportunity for remote working (hybrid work)
- increased holiday leave
- the opportunity to take a sabbatical paid at 60%.

The entire program (the program is being developed all the time) is based on an "evidence-based" model and without any reduction of employee benefits and without any reduction of remuneration.

SP Group, Singapore – Certified Employer 2022-2024

11



SP Group's Workplace Health Programme gained its first accolade by winning the highest level of Platinum Award in the Singapore Health Award 2014. SP Group is committed to the health and well-being of its employees and this commitment is reflected in the Safety & Health policy statement, which is endorsed by the Group CEO and Board Chairman. The workforce, at various levels, has a significant involvement in designing and implementing the various health and well-being programs through the Workplace Health Program committee and ReCharge committee. Both committees are represented by members from both management and non-management employees from various departments in SP Group.

The union, which is formed by employee representatives, is regularly engaged to strengthen partnership and drive for workers' involvement. The Workplace Health Program is fully integrated into SP Group's Safety & Health strategy and the Management Safety Committee provides guidance on the development and implementation of Workplace Health Programme.

SP Group enhanced its Workplace Health program in 2020 after benchmarking and aligning with ISO 45001 and WHO model. A new framework was developed to guide the implementation of the Workplace Health Program, including the creation of a Workplace Health mascot, Will the blue green Macaw, and a tag line "Live Well". SP Group's office is designed for recreation and active lifestyle where workstations are ergonomically designed in an open concept. In-house sports and recreation facilities are provided to encourage active lifestyle and the company is actively involved in CSR activities through the Heart worker committee.



10th Global Healthy Workplace Awards and Summit 2022

GCHW

 www.globalhealthyworkplace.org

 info@globalhealthyworkplace.org

@GCHWorkplaces

#GoodHealthGoodBusiness
#GHW Awards #WorkplaceHealth