



11th Global Healthy Workplace Awards & Summit

Summit Summary Report

30 August – 1 September 2023
University of Northampton
Northamptonshire, UK





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Overview

We were delighted to welcome participants to the 11th Global Healthy Workplace Summit in partnership with the University of Northampton. This was the first physical summit we have held since the pandemic and the past few years have seen employee wellbeing rise to the top of the priorities for CEOs and business leaders providing an indisputable linkage between health and performance. The 11th Global Healthy Workplace Summit examined how leading employers from around the world are addressing the challenges with approaches being adapted to meet an ever more complex environment.

We invited over 100 delegates to join us in Northampton for three days to appraise what the best are doing in areas from designing the modern workplace to preparing for artificial intelligence. Most of all, participants contributed their perspective to these and the other evolving areas. As ever, the highlight of the summit was the Global Awards Finalist presentations where we observed exceptional best practices.

The 2023 Finalists for the prestigious Awards were:

SMEs: **Copel Foundation** (Brazil), **Wolfpack Digital** (Romania)
Large Enterprises: **Abbott** (Brazil), **TLC Healthcare** (Australia)
Multinational Enterprises: **Mars** (USA), **Tata Consultancy Services** (India)

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 the University of Northampton. We hope you agree that this was a brilliant opportunity to listen, learn, and contribute.

Global Centre for Healthy Workplaces (GCHW)



Summit Participants

24/Three	European Foundation for the Improvement of Living and Working Conditions	Northamptonshire Chamber of Commerce
ABC Health	European Network for Workplace Health Promotion	NTPC Ltd
ABQV	FZ Safety & Health Centre	Occupational Health Division
African Population and Health Research Center	GCHW	OECD
American University	Haleon	Optum
Arogya World	Headversity	Protect Your Mouth Ltd
Asian Productivity Organisation	Health Enhancement Research Organization	PwC
Asset Health, Inc.	Health Partners Institute	SARU Foundation
Associação Brasileira de Qualidade de Vida	Health Promotion Board Ministry of Health	SESI
Barclays	Health Promotion Board Singapore	Society of Occupational Medicine
British Telecom (BT)	Hero Motocorp	SpursTech
Care Global Partners	HPB	Supreme Council for Family Affairs
Cari	IAWHP	Tata Consultancy Services
CCLA Investment Management	i-genius	Thai Health Promotion Foundation
Center of Studies on Health Management of Fundação Getúlio Vargas	ILO	The Financial Wellbeing Lab
Centers for Disease Control & Prevention NIOSH	IndianOil	The London House of Consultants
Chevron	Intecho	TLC Healthcare
Cigna Healthcare	International Health Consulting	University of Birmingham
Consultants/Independents/Health & Safety	International Labor Organization	University of Northampton
Copel Foundation	International Organisation of Employers	University of Northampton
Crisp Consultancy	Larsen & Toubro Limited	University of Perugia
Dame Carol Black, DBE	Lendlease	University of Southern Queensland
du	Lund University	WellCulture Institute
Edenvale Young Associates	Mars	Wellnest
EDP	National Institute of Public Health	West Northamptonshire Council
EDP ENERGIAS PORTUGAL	NBC-HWC	WISE Centre, OECD
EU OSHA	Nene Group	Wolfpack Digital
Eurofound	NNBN	World Bank
European Agency for Safety and Health at Work	North Northamptonshire Council	World Health Organization (WHO)

The 11th Global Healthy Workplace Awards and Summit attracted over 100 delegates representing 22 countries from six continents.

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



The post-COVID workplace is rapidly changing.

Health and wellbeing have been gaining in significance in the workplace, in particular mental and financial wellbeing.

Leaders' wellbeing and leadership style have an impact on the wellbeing of employees.

A number of research studies have documented the impact of leaders' behaviour on employee stress and wellbeing.

The 4-Day working week is one working model in an array of new innovative approaches.

Recent pilot studies of the 4-day week have shown promising results but the model may not work in all settings.

Employers need to assess all workplace risks, physical and psychosocial.

The most common causes for work-related ill-health are stress, depression and anxiety.



With the use of artificial intelligence (AI) appropriate safeguards need to be put in place to protect workers' rights and opportunities.

While AI can have a positive effect on job quality an increasing share of AI users worry about their privacy.

Employers are increasingly being asked to report on health and wellbeing as part of their ESG reporting.

A growing number of investors believe that protecting and promoting good workplace health is a business imperative.

Employees are demanding workspaces that promote wellbeing and provide opportunities for social interactions.

Research supports the notion that the built environment is directly linked with health and well-being.

In order to enhance health on a global scale enterprises need to create alignment between sites.

While allowing for local adaptations a global strategy with standards is most effective.

2023 AWARDS WINNERS



11th Global Healthy
Workplace Awards
& Summit

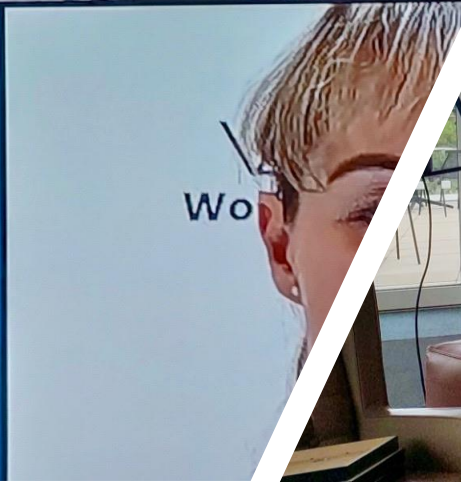
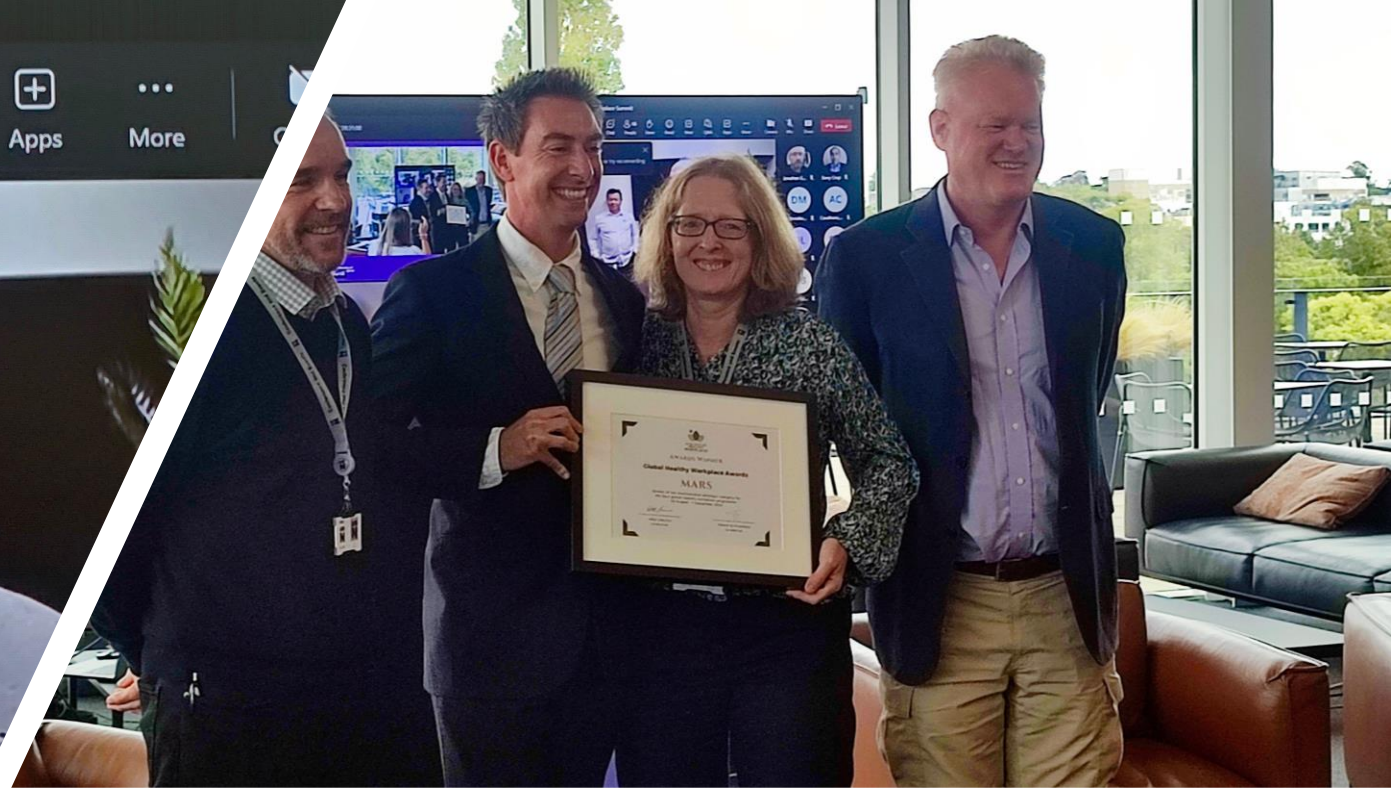
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MARS, Incorporated
Multinational Employer, USA

TLC Healthcare
Large Employer, Australia

Copel Foundation
SME Employer, Brazil

2023 Awards Winners



Mars, Incorporated, USA - WINNER



Mars Inc. is a global, family-owned business with a diverse portfolio of quality confectionary, food, and pet care products and services. Mars prides itself on long-term commitments that deliver Five Principles through action. The company recognizes its Responsibility to support the health, safety and wellbeing of its workforce and community; and in doing so deliver a Mutual benefit.

Actions are top down through global commitments embedded in the business strategy, supported by dedicated resources and expertise, and senior leader engagement and sponsorship; and bottom up through engaging workers in the co-design and delivery of health, safety and wellbeing solutions.

Delivering evidence-based practices, best 'processes' are embedded, focusing efforts on core enablers that make the programs successful, maximizing reach and impact. From implementing and assessing Site Health Fundamentals, scaling best practices, and embedding healthy leadership behaviours at all levels that advocate, model and empower healthy and safe behaviours. A highly engaged, listening-to-act culture, is supported by data evaluation and insights to drive continuous improvement.

Building on core occupational health and safety practices, the Mars wellbeing program recognizes the individual needs of all Associates. Through the Associate designed, holistic, Be Well Together framework all Associates are engaged and supported in both short- and long-term actions that are individually tailored to *Energize Your Day, Boost Your Health and Live Your Purpose*.

Tata Consultancy Services, India



Tata Consultancy Services (TCS) is an IT services, consulting and business solutions organization with over 600,000 employees worldwide. In line with the TCS brand of "Building on Belief", an inclusive wellbeing structure keeping the associate needs at the centre has been built. The vision of the integrated TCS Wellbeing initiative entails the following:

- Create holistic lifestyle initiatives that are designed to promote a resilient and therefore healthier mind, body, and spirit.
- Programs aim at the physical, emotional, societal, personal and community-based health and wellbeing interventions.

This is done through the key principles of Positive Psychology, which is promoting Positive Emotions, Engagement, Relationships, Meaning, and Achievement through each well-being aspect. The key focus areas for the healthier lifestyle and wellbeing initiatives are physical health, yoga, fitness and nutrition, mental and emotional health, personal safety, financial health, and purpose and engagement. Key factors of the wellbeing framework are a diverse needs focus, accessibility, collaboration and amplifications, and support and awareness. Through the wellbeing practices and initiatives, which are evolving each day, TCS is building on the belief that associates will make the correct choices. The focus is to create a mindfulness culture and an easily accessible wellbeing infrastructure for them to wisely choose from and at times nudge them towards healthier choices.

Abbott, Brazil



Abbott have implemented an integrated strategy of occupational health, primary health care, and wellness programs in 2020. The primary objectives are: Implementation of a primary care clinic integrated with the medical surveillance to improve employees' access to medical care, medical surveillances and chronic condition management and serve as a gateway to current and new health and wellness programs and develop self-care. Increase workers experience in healthcare in the workplace. Improve employee's quality of life and optimize costs. Innovate approach using new technologies such as point of care, devices, and telemedicine to support the primary care protocol. This helps to expand the access and accessibility of the employees working all over Brazil to the medical services. The approach is continuous and begins collecting all "the health numbers" of the employee, medical questionnaire and the process remains throughout a coordinated care integrated with the medical surveillance and later.

Its Brazilian program named "Vida Plena"(fully life) connect to the same message of our business (Life. To the fullest) and the strategies of health and wellness bringing the look inside the company. They bring to its employees the same culture of care that they are known to its stakeholders. Integration of all actions aimed at the health and well-being of our employees. The executive checkups start following evidenced-based protocols and medical consultation is with primary care professionals. Abbott have a high number of executives' adherence from board executive members to the continuous care of the clinic. The project brought value to the traditional "Fit to work" exam in occupational health, helping employees to adopt healthier behaviors, to improve engagement for health and well-being in general through the development of self-care.

TLC Healthcare, Australia - WINNER



tlc HEALTHCARE

TLC Healthcare's mission is to be leaders in innovative and integrated healthcare renowned for providing wellbeing to communities. As such, the health, wellbeing and safety of employees, residents, students, service users, patients, volunteers and communities are the foundation on which the organization is built.

TLC Healthcare is committed to providing and maintaining a safe and healthy working environment for its people. This includes:

- Working with employees to promote health and wellbeing.
- Linking employees to wellbeing programs and strategies.
- Proactively minimizing occupational health and safety risks.
- Collaboratively managing rehabilitation and the return to work of injured employees.
- The annual 100 Days of Health (100DoH) program which has become an integral part of the TLC employee's wellbeing calendar. Programmed through the winter months, 100 Days of Health aims to improve employees emotional, mental, physical and social wellbeing. In 2022, the 100DoH program went above and beyond and partnered with Virgin Pulse to accommodate resident's participation as well.
- Vaccination programs and screening protocols for all employees to help prevent the spread of influenza and Covid-19 amongst employees and suppliers and visitors.
- Annual leadership conferences are held as part of an ongoing leadership development program, supporting the holistic development of TLC leaders, based on leadership skills analysis.

FUNDAÇÃO COPEL



Copel Foundation, Brazil - WINNER

Created in 1971, the COPEL Foundation for Social Security and Social Assistance is a non-profit entity with 200 employees. Due to the company's business, prioritizing people's quality of life is already in the DNA, so much so that the mission is "Live longer and live better". In this way it is no different with the staff of the Copel Foundation. All health programs are extended to workers and their families, in addition to specific programs in the area of human resources focused exclusively on the well-being of Copel Foundation employees. Physical, mental and financial health are important for the company, and the work environment in the hybrid setting is also evaluated. Leaders are aligned toward this goal.

Copel Foundation has received several awards with national recognition, in 2022 the Foundation achieved the second highest score in the ABQV National Quality of Life Award and the bronze trophy in the Engagement Survey of the Brazilian Association of Complementary Pension Entities, which brings together almost 200 Brazilian foundations. The employees count on a good physical and emotional work environment within the company as well as working from home. The health plan is more concerned than treating disease as the program promotes health and prevention at work fronts and involves the family and the community.



Wolfpack Digital, Romania

Wolfpack Digital is a mobile and web development services provider. The healthy workplace program consists of multiple initiatives set in place in order for employees to conduct their work in a healthy and safe space. A flexible working schedule is offered and everyone is free to adjust their start and end time for the work day. The work model is hybrid - every team member is free to work from the office or home. The office has a spacious backyard with designed places for quiet moments and is pet-friendly. A number of additional activities are in place:

- yoga classes offline or online
- Wellness Coaching Program for team members
- book subscription plan where everyone can borrow books, and after a set time, they return them (it functions like a library).
- professional & personal development through the Development program and various learning programs, conferences, and training.
- regular team events for the people to connect outside work hours
- gifts for special occasions (birthdays, work anniversaries, holidays, onboarding).
- private medical insurance
- sports benefits include a gym subscription plan and covers the costs for other sports activities such as marathons.

The leadership is supportive and fosters a strong culture that encourages feedback. More than 40% of team members are women making the workplace a diverse and inclusive community. Wolfpack Digital is invested in supporting and organising green initiatives that contribute to the company being more sustainable and employees being more mindful of the environment.



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**HEALTHY
WORKPLACES**

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#GHW Awards #WorkplaceHealth