

Employee Wellness Trends 2023

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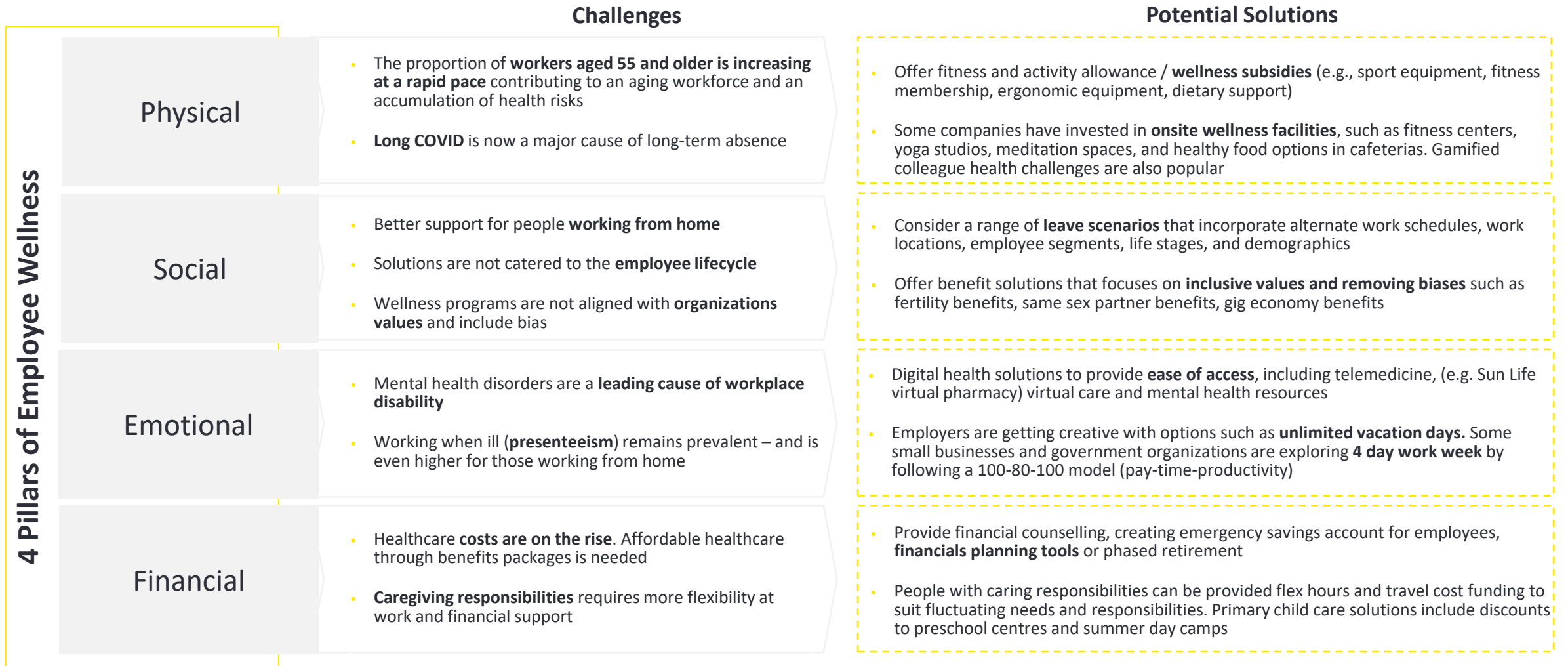




40% employers have clearly defined and updated policies post-pandemic. **40%** have partially defined and updated policies

EY Research June 2023

There are 4 key pillars of employee wellness that employers should consider to best support the overall wellbeing of their employees



Employers are actively listening to employee feedback and conducting research to expand and tailor their wellness and benefits packages

Keeping up to date with different generation needs

Generation Z come with many in-demand skills and have unique needs, experiences and expectations that set them apart from previous generations. They are expected to comprise 27% of the workforce by 2025.

Sun Life's recent survey findings include:

- Gen Z and Millennials are more likely to use a mobile health app
- Gen Z are more receptive to use mental health resources offered by employers and preferred personal financial planning as key feature in their benefits plans

Employers are proactively enhancing their wellness benefits to cater to the needs of Gen Z, encompassing gym subsidies, personalized training sessions, access to nutritious snacks, and smoking cessation programs.

Employee Emergency Savings Fund

The new emergency savings option is just one way in which employers can empower employees to develop a safety net and improve their financial outlook.

Starbucks has introduced My Starbucks Savings, a new way to help employees save for the unexpected.

- Employees will be able to contribute a portion of after-tax pay on a recurring basis directly from their paycheck to a personal savings account.
- To incentivize savings and account growth, Starbucks will contribute credits at key saving milestones

Sick days for remote workers

With remote work being a norm in the post-pandemic era, experts are noticing a concerning rise in presenteeism (working while sick). Research is indicating that presenteeism can have long term effects on employees' wellbeing. Employers are revisiting their sick day policy and paid time off to better inform their employees of the resources available.

- Offering unlimited sick days
- Reminder emails to request PTO
- Walk the talk by the managers and leadership

These considerations and actions are designed for employers to understand their employees needs and implement tailored strategies to provide optimal support



KNOW YOUR DATA

Consideration: Are you investing enough in your people and in the right places to keep them healthy, thriving and productive?

Action: Regularly review take up of different benefits and wellbeing programs to assess take-up. Review sickness, absence, vacation and retention trends, assessing for patterns, e.g. against demographic factors.



CONSIDER WELLNESS ACROSS ALL LIFE STAGES

Consideration: Is your wellness strategy designed to address your employees' needs throughout their life milestones?

Action: Incorporate an understanding of employee lifecycle health issues as part of your organisation's health and wellbeing strategy, so you can educate your workforce and develop appropriate interventions to support people at key stages of their employee journey.



ENGAGE WITH YOUR EMPLOYEES

Consideration: Are your current state policies and programs meeting your employees' needs or are there opportunities to update your framework?

Action: Prioritize the voice of your employees in your review process to accelerate successful outcomes and engagement. Seek employee feedback (via surveys, focus groups, interviews) that spans employee levels, job families, demographics and geographies.



EQUIP MANAGERS

Consideration: Do your managers have the tools to triage their employees to right wellness/benefit tools when needed?

Action: Equip managers with the knowledge and skills to effectively manage and support any team members needing support. Ensure you have a policy and/or guidance to help managers and individuals with supportive workplace adjustments.



REVIEW YOUR PROGRAMS AND POLICIES

Consideration: Does your benefit solutions/wellness strategy align with organization values?

Action: Review policies and framework to ensure they are aligned with your organization's values, and question if any biases exist within the plans. Consider the needs of your diverse talent populations and how they can be supported.



To what extent have you considered / updated your wellness and wellbeing policies and approaches post-pandemic?

What is different about your wellbeing policies and approaches to pre-pandemic?
What do you think should be different?

Is there anything innovative you have heard of that other employers are doing from a wellness and wellbeing perspective that interests you?