



PPS Employee Wellness Initiatives

PRESENTATION TO
ICMIF Member-to-Member Discussions for Human Resources Directors
Wednesday, 6 March 2024

20
24

Masenyane Molefe, PPS Group Executive: HR

OUR VALUE PROPOSITION

We Focus on the Human Need



My Wellbeing

- Reality Wellness (counselling & telephonic support)
- PPS Virtual Doctor
- Mindful Living
- Holistic Wellbeing offerings



My Contribution

- Meaningful work
- Shared purpose
- Innovation
- Stretch & Challenge



My Learning & Growth

- Career Journey & Individual Development Plan
- Personal & Professional Development
- Digital Astuteness courses



My Reward & Benefits

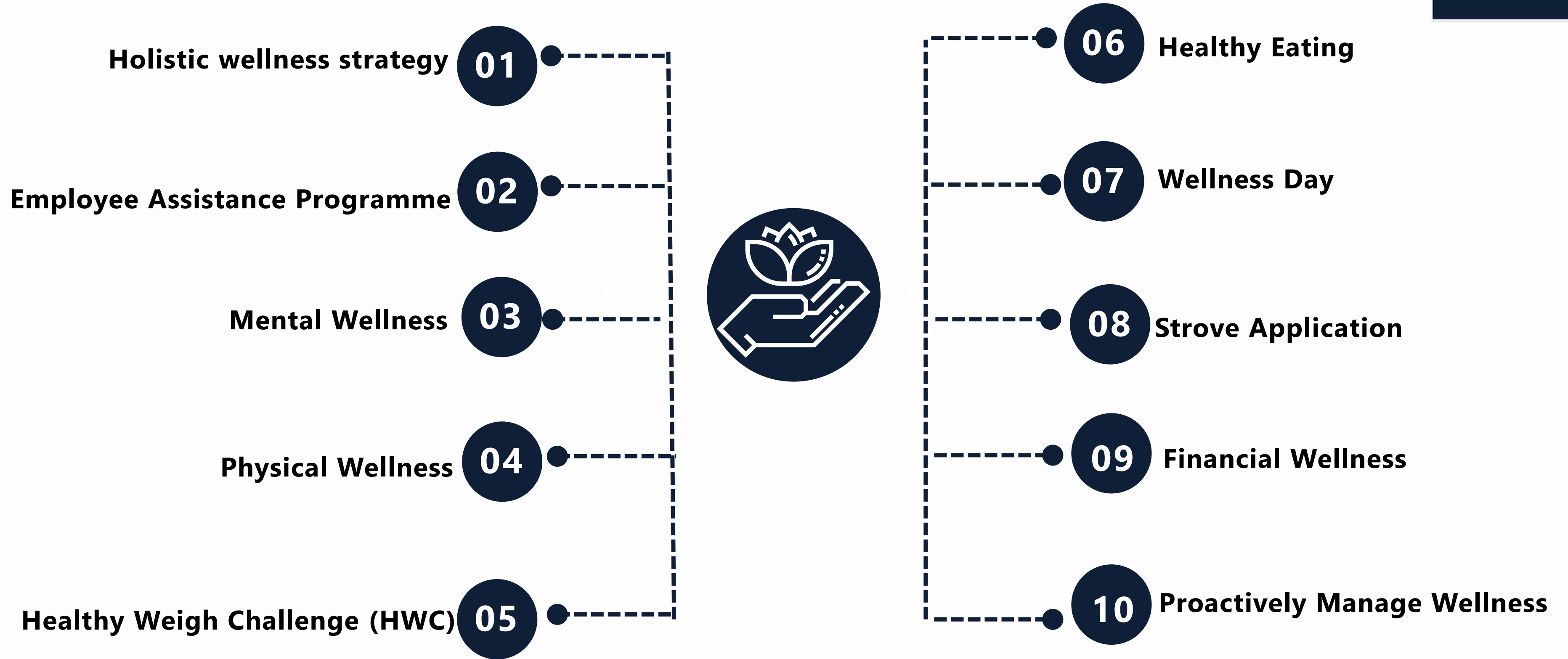
- Medical Aid (Employee has choice)
- Pension and Provident
- Disability Cover
- Leave Benefits
- Dream Protector Awards



My Work Environment

- Hybrid working
- Diversity & Inclusion
- Sense of belonging & team connection
- Great organisational culture
- Empathy first leadership

PPS EMPLOYEE WELLNESS INITIATIVES 2024



1. HOLISTIC WELLNESS STRATEGY



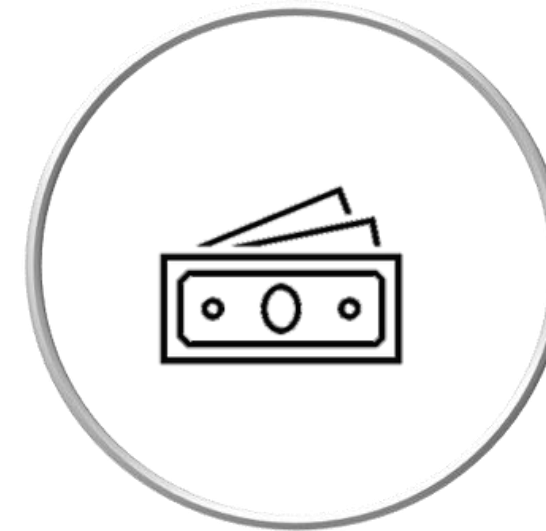
Physical



Emotional



Social



Financial



Intellectual



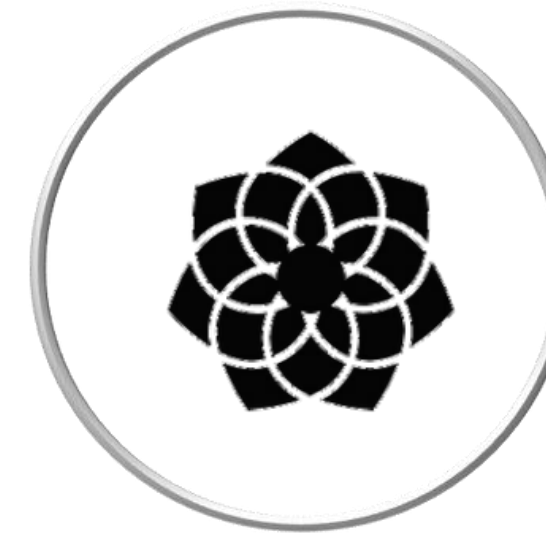
Environmental



Occupational



Cultural



Spiritual

2. EMPLOYEE ASSISTANCE PROGRAMME



24/7

Available 24 hours every day. 4-6 free counselling sessions per year.



CONFIDENTIALITY

Services are strictly confidential, giving employees comfort and peace of mind.



COVER

Offer staff, their families and their domestic helpers, or anyone living with them telephonic counselling support.



STAFF WELLNESS REPORTING

Comprehensive reporting to help with monitoring employee wellness statistics to improve employee experiences.



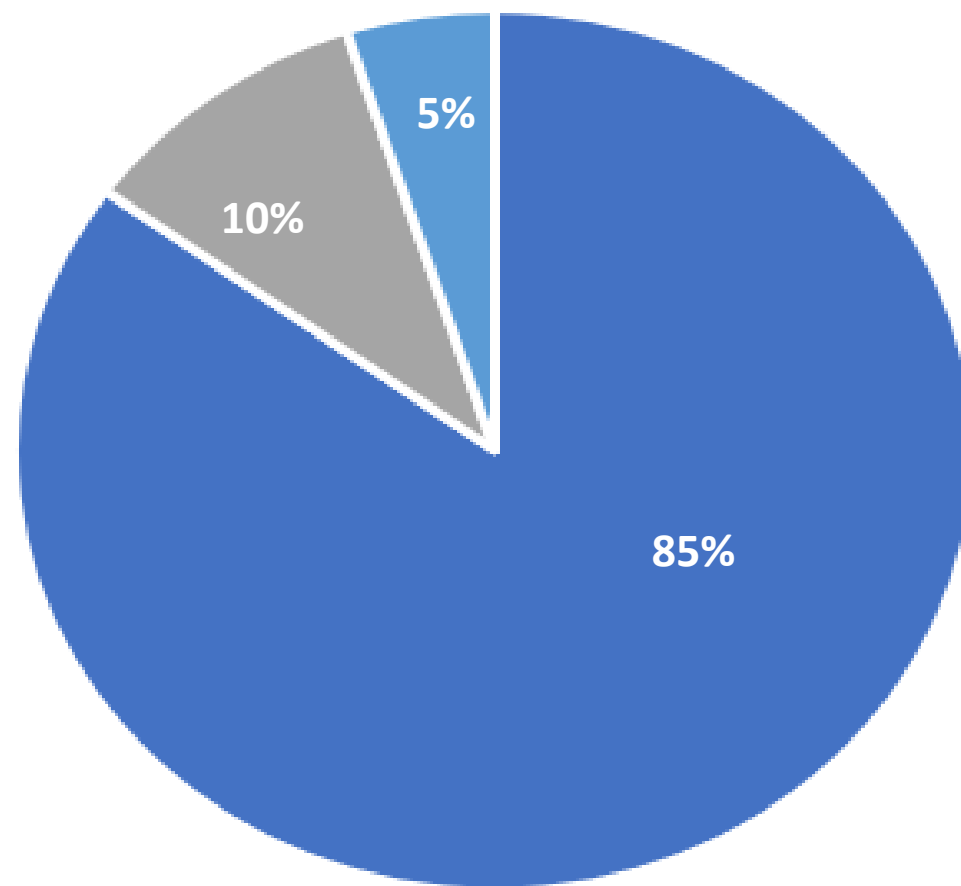
3. MENTAL WELLNESS



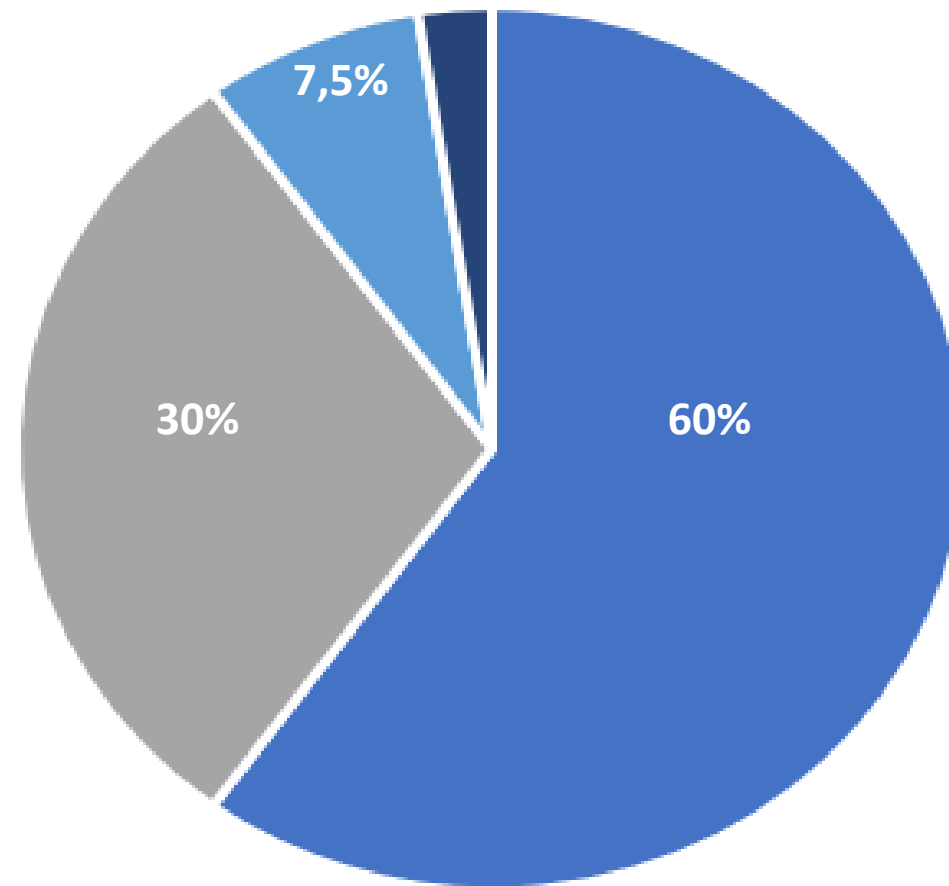
85% of CHRO's believe leadership drives mental well-being

The key factor to driving mental wellbeing within an organization is.....

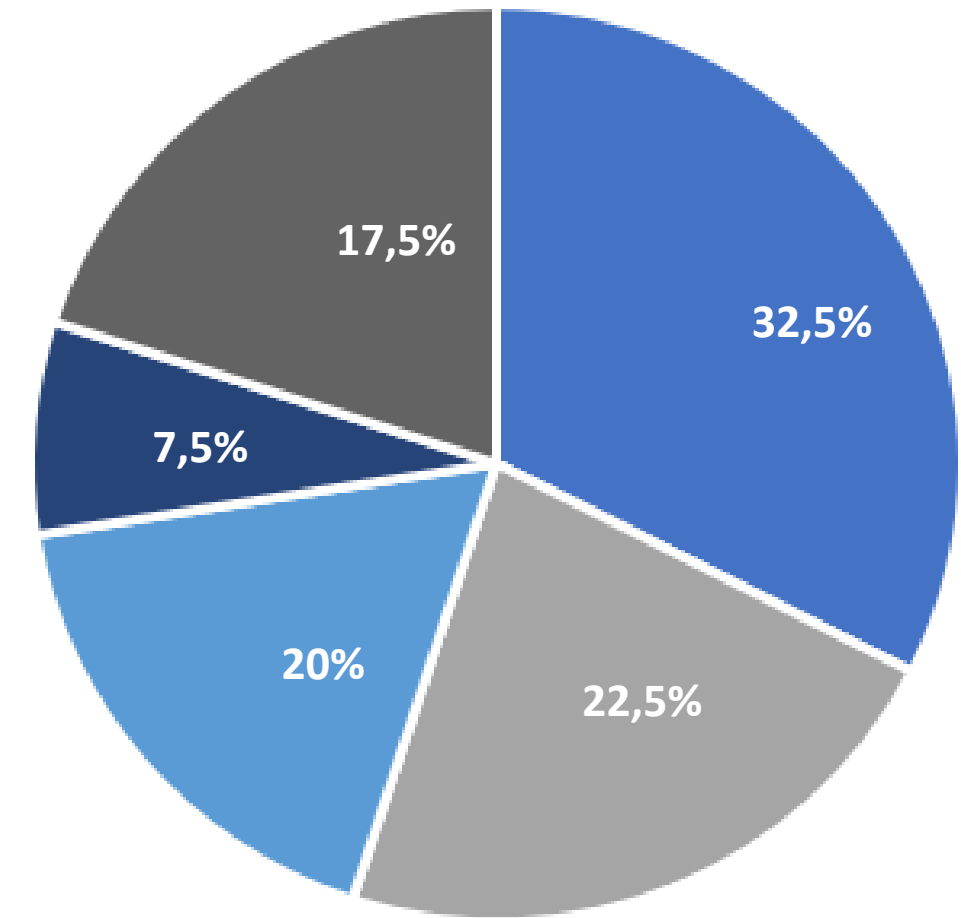
... the Leadership



The EVP



The Budget



MINDFULNESS SESSIONS



We have a series of Mindfulness sessions throughout the year that highlights the importance of mental well-being and focus on various topics:

Cultivating
a Work-life Balance



Coping with
Year End
Stress



Managing
Your Year End
Finances



Talk on Courage



18 Questions
for Year End
Reflection



4. PHYSICAL WELLNESS



PPS GYM

Launched PPS Gym at Head office
Gym is available to all PPS staff to utilise at any time of their convenience during the week.



HIKING

Helps connecting with nature with a clear mind while it provides a supportive community of like-minded individuals.



DESK MESSAGES

Monthly desk massages offered to employees for certain periods to promote wellness.



MOVEMENT SESSIONS

Movement classes and fitness sessions, facilitated by our own employees.



WALKING AND RUNNING CLUB

5KM walking and running groups. We also participate in the JP Morgan Corporate Challenge.



PADEL CLUBS

Padel clubs formed for match games and to keep employees fit every month.



PPS GYM LAUNCH

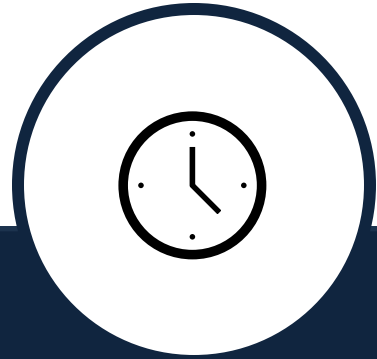




PPS GOLF DAY



5. PPS HEALTHY WEIGH CHALLENGE FOR STAFF & MEMBERS



8-Week Programme

The Healthy Weigh Challenge is an 8-week program that focuses on sustainable habit change rather than a “quick fix” or “miracle” that may achieve temporary results which are short-lived.

NUTRITION



Movement, Nutrition, and Self-Care goals

Weekly movement, nutrition, and self-care goals are released to the participants, and they are required to track their progress and submit feedback. Points are allocated based on the extent to which weekly goals are achieved. To ensure inclusivity, these goals are designed to be sufficiently achievable by most of the population.

*

FITNESS



Online sessions

Weekly **online sessions** are held which all participants are required to attend. Each session addresses a different topic and also serves as an opportunity for participants to connect and raise any questions they may have.

*

SELF-CARE



Prizes to be won

The grand prize is awarded to the participant who scores the highest points at the end of the program. These **points are accumulated throughout the program** based on the achievement of weekly goals, weight lost (as a % of starting weight), and centimetres lost (as a % of starting centimetres).

HEALTHY WEIGH CHALLENGE

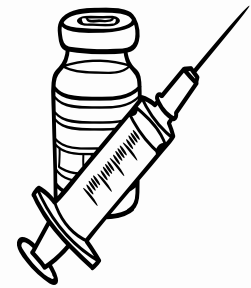


6. PROMOTE HEALTHY EATING HABITS

We encourage healthy eating – articles in newsletters, posts on Yammer (staff online platform) – and monthly fruits for staff.

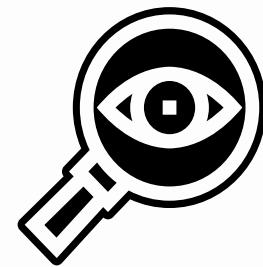


7. WELLNESS DAY



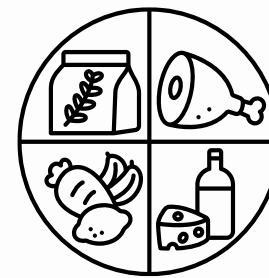
VACCINATIONS

Before winter, we have a Vaccination Day, where flu vaccinations and Vitamin B shots are administered onsite.



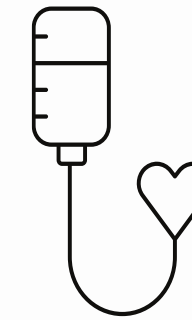
OPTOMETRIST

Examine and diagnose eye disorders that affect vision.



NUTRITIONIST

Counsel our employees on nutrition and healthy eating habits.



SOUTH AFRICAN BLOOD SERVICES

Employees are invited to donate blood, which saves lives.



BASIC WELLNESS SCREENING

Offering wellness services by licensed personnel on our premises to conduct basic assessments such as BMI, blood pressure, sugar levels, HIV etc.



WELLNESS WEEK



OF THE LUCKY DRAW!
BE SURE TO DROP YOUR COMPLETED ROAD MAP IN THE COMPETITION BOX.
(NB: HIV TESTING IS VOLUNTARY)

NAME _____
SURNAME _____
DEPARTMENT _____

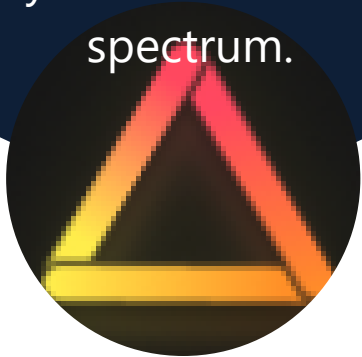
8. STROVE APPLICATION (APP)



Strove is an inclusive and proactive wellness platform that supports employees regardless of whether they are experiencing burnout, starting their wellness journey, or actively practicing healthy habits.

Strove

Prevent physical and mental ill-health with the only proactive and comprehensive wellbeing solution that meets the needs of your employees across the health spectrum.



Promote and track physical activity

Helps provide inspiration, motivation, and guidance to employees on how to maintain healthy habits



Has rewards capabilities

The application rewards active members by offering discounts and vouchers..



Leaderboard

Helps track employee's achievement of wellness goals points, walking distance, meditations etc.



9. FINANCIAL WELLBEING



01

EMPLOYEE ASSISTANCE THROUGH EDUCATION

We offer educational assistance to employees who earn 360k less per annum to help alleviate the financial burden during tough economic times.

02

FINANCIAL WELLNESS SESSIONS

Investing in financial wellness sessions to boost the overall well-being of employees, increasing their health, productivity and engagement. This includes insights on the importance of **budgeting, investing and saving.**





FOR PROFESSIONALS
SINCE 1941



YOUR FINANCIAL WELLNESS IS AS IMPORTANT AS YOUR PHYSICAL HEALTH.

THE GOAL IS TO ACHIEVE A HAPPY, HEALTHY, AND RELATIVELY STRESS-FREE RELATIONSHIP WITH YOUR FINANCES.

JOIN OUR SESSION WITH WYNAND DU PREEZ FROM OUR SPECIALIST SUPPORT SERVICES (S3) DIVISION.



DATE
6 March 2024



TIME
9:15 - 10:00 AM



LOCATION
MS TEAMS

**CLICK HERE TO
JOIN THE SESSION.**

10. ADDITIONAL WAYS TO PROACTIVELY MANAGE WELLNESS



We encourage leave (employee time off) where staff can be totally off the grid.



Encourage time off

We offer flexible ways of work, focus days.



Flexible ways of work

We offer our employees a 2 week, work anywhere in South Africa flexibility.



2-weeks preferred location work

We offer our employees support for their children with Advantage Learn, Advantage Learn is a learning platform for children in high school.



Advantage Learn learning Platform

Thank You

[www.linkedin.com/in/
masenyanelefe](http://www.linkedin.com/in/masenyanelefe)

