

Employee Wellbeing Programs

Optimising People and Performance through Realising Health Potential

“Wellness is an active process of becoming aware of and making choices toward a healthy and fulfilling life. Wellness is more than being free from illness, it is a dynamic process of change and growth.”

Invest in your most valuable resource: The health potential of your people



Overview: Optimise your employee health by providing workplace wellness programs using the expertise and capabilities of the Altius Group.

- Improving employee and organisational wellbeing becoming an employer of choice
- Deliver significant ROI and VOI benefits delivering increased retention, productivity, improve organisational culture, engagement, reduce costs due to absenteeism and presenteeism
- As a result, enable individuals and their companies to ‘realise health potential’ across 3 Pillars of Physical, Mental and Social Health.

Investing in your most valuable asset: your people

Research shows:

- For every dollar invested in workplace health and wellness, there is a (Return of Investment) ROI of between \$3 and \$6ⁱ
- Workplace health programs result in a 25% decrease in absenteeism and a 41% decrease in workers compensation costs, which represents a \$5.81 saving for every \$1 invested ⁱⁱ
- Employee health risk factors can be reduced by 56% with health and wellbeing strategies in the workplaceⁱⁱⁱ
- Employee engagement is 5 times more likely in organisations with a focus on wellbeing^{iv}
- Better working conditions and processes resulting from health and wellbeing programs can lead to fewer workplace accidents ^v

Altius Group, Realise Health Potential

- Has your organisation delivered any form of workplace wellness in the past?
- What were the results and what was the evidence based impact?
- Has that been sustained?

The Altius Group provides a customised organisational wellbeing assessment and delivers programs, specialist support, guidance and to help organisations and their people realise their health potential.

By combining our clinical expertise, the science of behaviour, our national resources and commercial acumen we achieve industry leading outcomes that enable you to focus on what you do best. We provide a comprehensive needs diagnosis, customised evidence based programs and targeted results.

We know that healthy, engaged teams of people make any workplace more productive and successful. So, whether it's maintaining people in health, or rehabilitating them in the event of injury or illness, our services have you covered.

Health Promotion in Workplace

“Increasingly, we all understand that a holistic approach to wellness requires action in advance of the appearance of illness and that our ability to live healthy lives is inextricably linked to our time spent at work.” (PWC, Workplace Wellness in Australia ,2010)

The ABS reports full time employees work just over 40 hours per week. Employers therefore have the best opportunity to influence healthy behaviours and to benefit from improved performance and return on investment of optimising the health potential of their people.

Health risks impact employees' performance

According to self-reporting in the 2014-15 ABS National Health Survey, 1 in every 2 Australians (50%) have at least one prominent (i.e. arthritis, asthma, back pain, cancer, cardiovascular disease, chronic obstructive pulmonary disease, diabetes or mental health conditions) chronic condition.

The Australian Institute of Health and Welfare reported in the Extract of Australia's Health 2016 the key risk factors of chronic disease. These diseases share common lifestyle risk factors that are largely preventable—for example, tobacco smoking, excessive alcohol consumption and excess body weight.

According to results of the Australian Burden of Disease Study, in 2011, a large proportion (31%) of the burden of disease experienced by the population could be prevented by reducing the exposure to modifiable risk factors.

The five risk factors included in the study that caused the most burden were:

- high body mass
- high alcohol use
- physical inactivity
- high blood pressure
- tobacco use

Research shows an effective workplace health program, implemented following best practice covering key areas of Physical, Mental and Social Health can support employees to optimise their health and improve healthy lifestyle choices.

Working with you to assess your organisational and individual employee health needs we can develop an evidence based, outcome driven program focusing on behavioural change reducing the impact of lifestyle risk factors.

Evidence Based:

The Altius Wellbeing program relies on evidence based survey and research to:

- Identify the key employee and employer issues
- Build a customised wellbeing offering across all pillars of Physical, Mental and Social Health
- Develop a model of continuous improvement and measurement
- Deliver the programs identified to maximise impact and results
- Support you achieve your organisational vision through optimising the health of your people

'Altius is a team of personable professionals, delivering services that make an enormous impact in the lives of people, businesses and communities.'

Preventing physical and psychological injuries is not just possible, it is absolutely achievable. Experts providing evidence based solutions ensures a measurable and tangible return on investment for our clients.'

Derick Borean, CEO Altius Group

Altius Wellbeing Program Packages and Customised Solutions

Wellbeing Boost provides just that, a wellness program focussed on boosting all the basics of your employees' physical, mental and social health. Underpinned by our behavioural change based digital solution, AltiusLife this program provides an accessible option for all organisations.

Wellbeing Balance is a mid-level wellness offering providing a combination of our behavioural change based digital solution together with group workshops. Modules are evidence based, delivered by allied health professionals and most importantly target the most detrimental health behaviours delivering the highest health impact.

Wellbeing Best is the most comprehensive offering and maximises the impact of your wellness program for both your employees and your organisation. This offering includes our behavioural change based digital solution and focusses on providing the most comprehensive, results orientated group sessions. In addition, it includes individual wellness sessions to support each employee to optimise their health and wellness potential.

Wellbeing Modules

Physical Wellbeing

Altius Group delivers a wide range of wellness modules that not only educate employees on issues surrounding their physical wellbeing but encourage behavioural change to benefit their long term physical health.

Our specialists cover incidental and structured exercise within the home and work environments, work related functional advice, such as manual task training and strategies to combating the health impacts of technology. We deliver confidential workplace medical assessments and support workplaces in dealing with drug and alcohol related issues.

Mental Wellbeing

Our clinical and organisationally-trained psychologists have extensive experience working with organisations and individuals to improve workplace mental health. We deliver a range of training programs focused on mental health issues as well as offering more tailored, individual psychological support services to employees and managers dealing with complex employee concerns.

Modules aimed at optimising workplace mental health cover issues such as leadership training, emotional intelligence, resilience, mindfulness, stress and anxiety management, sleep, mood and time management.

According to the Australian Institute of Health and Welfare (2016), 1 in 5 Australians will experience mental health issues in any given year. In the workplace, employees with mental health issues are more likely to be absent from work and less productive when at work.

Social Wellbeing

At Altius Group we base our programs on a holistic biopsychosocial approach as we understand the impact of social wellbeing on health outcomes. Research shows social factors such as isolation, lack of community connections, poor relationships, financial concerns and loneliness can impact mental and physical health (Australian Psychological Society, 2015).

Our social wellbeing modules focus on encouraging behavioural change in areas such as community connection and engagement. We deliver modules that focus on such topics as workplace culture, family and personal relationships and finding purpose.

AltiusLife

Altius Group's Flexible On-line Platform and Mobile app, **AltiusLife**, supports our physical, mental and social wellbeing modules by helping employees to balance their interests and responsibilities both within the workplace and at home.

AltiusLife provides support, resources and services all within an enjoyable, user-friendly digital platform guiding employees through every stage of working life, while helping them initiate healthy behaviours using the **Discover, Act, Share and Reward** neuroscience model

Contact: referrals@altius-group.com.au
1300 782 183
altius-group.com.au

¹ Bellew, B. 2008. *Primary prevention of chronic disease in Australia through interventions in the workplace setting*

² HAPIA. 2010. "Best Practice Guidelines"

³ https://www.comcare.gov.au/_data/assets/pdf_file/0006/99303/Benefits_to_business_the_evidence_for_investing_in_worker_health_and_wellbeing_PDF_89.4_KB.pdf

⁴ Sims, J. *Right Management, 2010. Wellness and Productivity Management. Presentation to the Health and Productivity Management Congress 2010* <www.hapia.com.au>

⁵ European Network for Workplace Health Promotion. 2004. "Making the case for workplace health promotion."