



Why Invest in Employee Wellbeing?

We know that healthy, engaged teams of people make any workplace more productive and successful.

Altius Group provides customised organisational wellbeing assessments and delivers programs, specialist support and guidance 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.

Why Focus on Wellbeing at Work?

The ABS reports full time employees work just over 40 hours per week. Employers therefore have the best opportunity to influence healthy behaviours and benefit from the returns that come from investing in the health potential of their people.

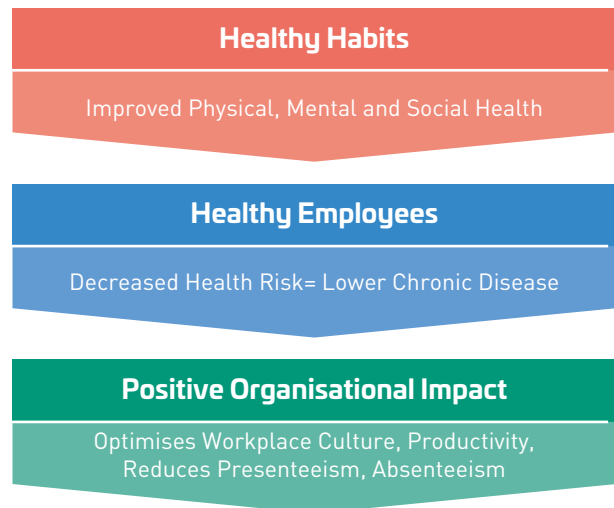
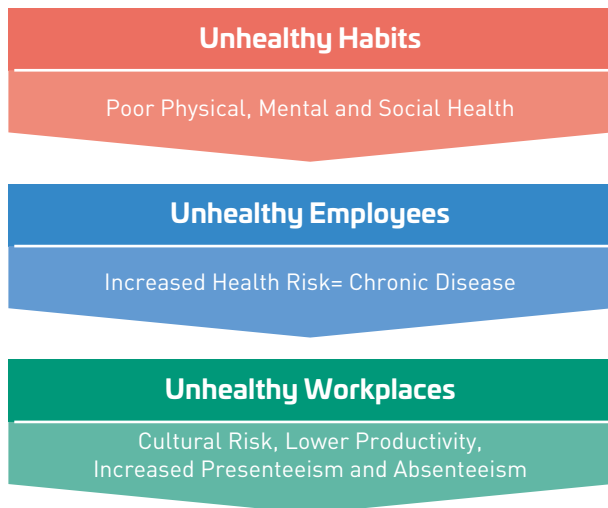
Your Workplace Wellbeing Checklist...

- ✓ Has your organisation delivered any form of workplace wellbeing in the past?
- ✓ What were the results and what was the evidence based impact?
- ✓ Have the interventions brought about any sustained change?

Investing in Your Most Valuable Asset: Your People

Research Shows:

- For every dollar invested in workplace health and wellbeing, there is a ROI (Return of Investment) of **between \$3 and \$6**.
- 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.
- Employee **health risk factors** can be reduced by **56%** with health and wellbeing strategies in the workplace.
- Employee engagement is **5 times** more likely in organisations with a focus on wellbeing.
- Better working conditions and processes resulting from health and wellbeing programs can lead to **fewer workplace accidents**.



Altius Group Workplace Wellbeing Programs are designed to:

- **Improve** employee and organisational wellbeing and support organisations as an employer of choice.
- **Deliver** significant ROI and VOI benefits including: Increased retention and productivity; Strengthening organisational culture and engagement; Reducing the costs of absenteeism and presenteeism.
- **Enable** individuals and their organisations to 'realise health potential' across the three pillars of Physical, Mental and Social Health.

We achieve this by:

- Identifying key employee and employer issues.
- Building a customised wellbeing offering across all pillars of Physical, Mental and Social Health.
- Developing a model of continuous improvement and measurement.
- Delivering programs identified to maximise impact and results.
- Underpinning all our programs with AltiusLife neuroscience-based digital platform.

Health Risks Impact Employee Performance

According to the 2014-15 ABS National Health Survey, 1 in 2 Australians have at least one prominent chronic condition. The Australian Burden of Disease Study (2011) showed a large proportion (31%) of the burden of disease experienced by the population could be prevented by reducing 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 programs covering the key areas of Physical, Mental and Social Health can support employees to optimise their health and improve healthy lifestyle habits.

- I Bellew, B. 2008. Primary Prevention Of Chronic Disease In Australia Through Interventions In The Workplace Setting
- II HAPIA. 2010. "Best Practice Guidelines"
- III Benefits_To_Business_The_Evidence_For_Investing_In_Worker_Health_And_Wellbeing.
- IV Sims, J. Right Management, 2010. Wellness and Productivity Management. Presentation to the Health and Productivity Management Congress 2010 www.hapia.com.au
- V European Network for Workplace Health Promotion. 2004. "Making The Case For Workplace Health Promotion."

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