

Successful Benefits Project

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Group Manager : Rewards and Benefits

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Traditional Employer Formula: Time and attendance + Engagement = Productivity

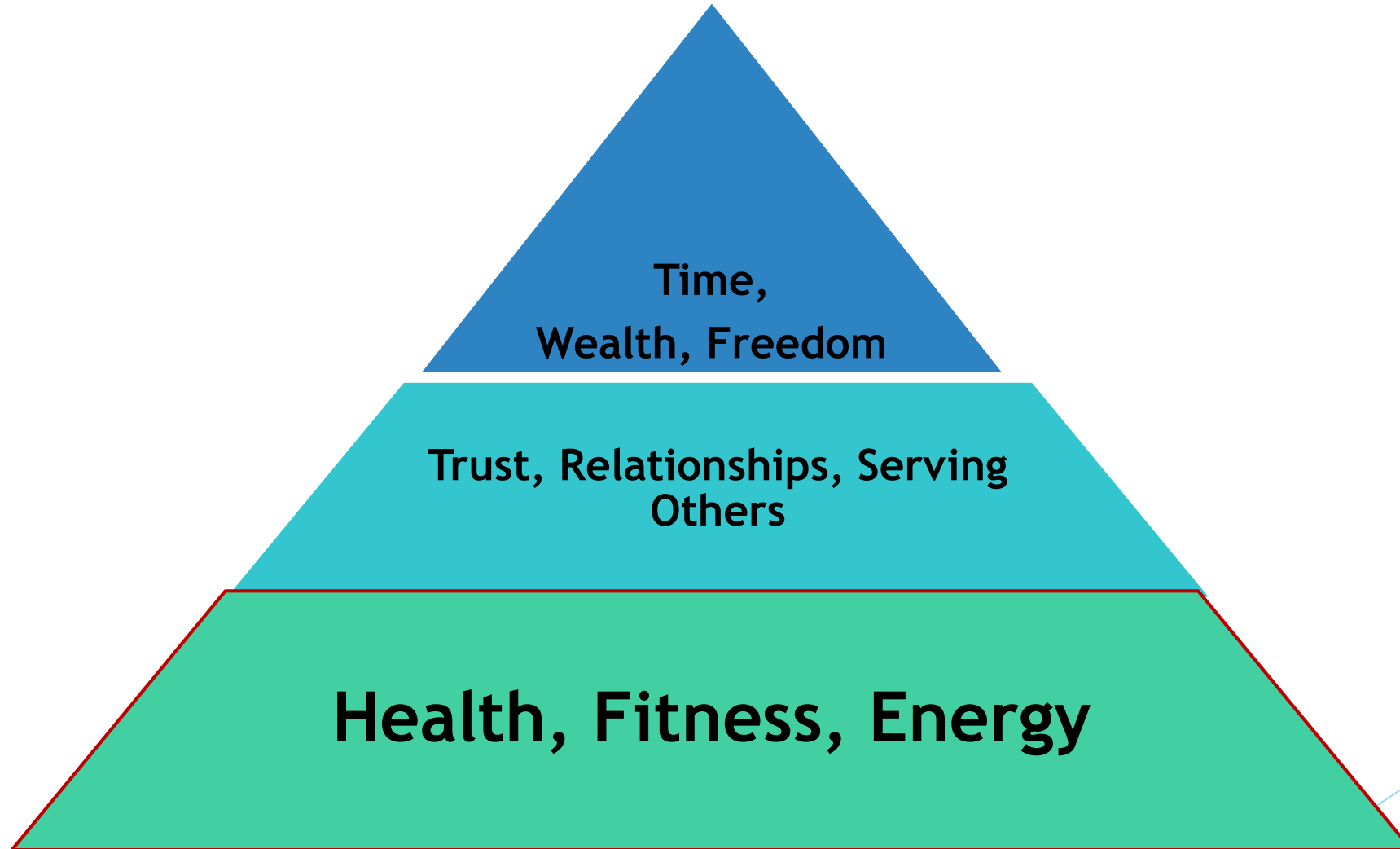


**Evolving Employer Formula:
(Healthier)*(Wellness)*(Motivated)*(Relations) + Engaged = Preferred
Employer and Organisational**

Top 5 Reasons to Offer Employee Benefits

- ✓ Running a successful business is keeping employees happy & providing them with enough incentive to **maximise productivity**;
- ✓ Employee Benefits Assist in Attracting & Retaining talent;
- ✓ Some of the reasons to offer employee benefits to employees;
 - ▶ *Increase employer appeal*
 - ▶ *Minimise employee turnover rate*
 - ▶ *Better morale*
 - ▶ *Better job performance*
 - ▶ *Healthier_employees*

Healthier Employees = Productivity



How to Keep Employees Healthy



How to Keep Employees Healthier: Wellness

- Running a successful business is looking out for employees wellbeing by introducing initiatives such as;
 - ✓ **Independent Counselling and Advisory Services (ICAS)**
 - ▶ Psychological counselling
 - ▶ Telephone counselling
 - ▶ Face to face counselling
 - ▶ Trauma/ Crisis
 - ▶ Life management services (legal problems, financial concerns)
 - ✓ **Wellness days**
 - ▶ Invite several service providers (services ranging from; massages, blood tests, dieticians)

How to Keep Employees Healthier: Health

- Running a successful business is looking out for employees health by;
 - ✓ **Providing health care benefits**
 - ▶ Medical Aid
 - ▶ Assisting employees in choosing the right medical aid plans according to their health requirements
 - ▶ Encourage employees to take flu vaccines
 - ▶ Providing support to employees



How to Keep Employees Healthier: Fitness

- Running a successful business is looking out for employees physical wellbeing by;
 - ✓ **Providing benefits such as**
 - ▶ Gym facilities in a work place
 - ▶ Negotiating with gym service providers to provide a competitive gym membership rate for employees
 - ▶ Encourage fitness days
 - ▶ Team building initiatives which include exercising
 - ▶ Encouraging employees in using technology (use of apps like “S Health”)

Healthier Employees = Productivity



Your health is your investment
and wealth

Thank you!