

SOUTHERN CROSS HEALTH SOCIETY  
STEFAN AZZOPARDI | CHIEF FINANCE AND RISK OFFICER

# Wellbeing in the workplace



# The need for wellbeing in the workplace

92%

of professionals say:  
It's important to work  
for an employer with a  
workplace wellness  
program<sup>1</sup>

56%

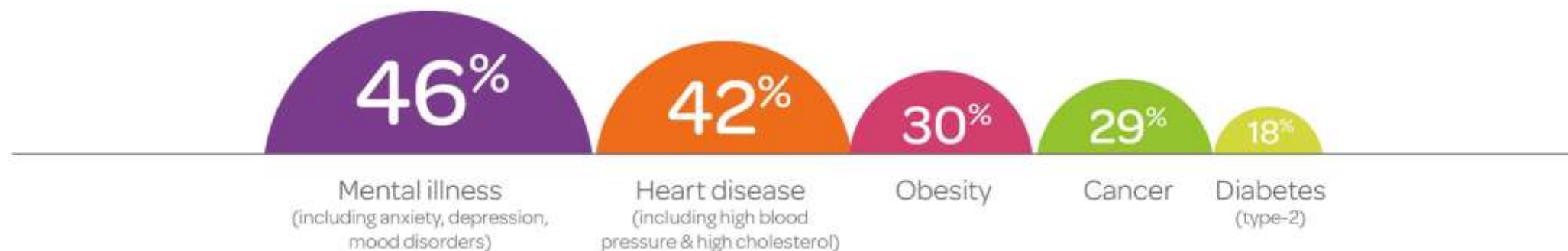
of professionals think  
their employer doesn't  
do enough to support  
health & wellbeing<sup>1</sup>

<sup>1</sup> Robert Walters survey of NZ & AUS professionals, The value of promoting health and wellbeing, 2016.

## Drivers for implementing health and wellbeing initiatives<sup>1</sup>

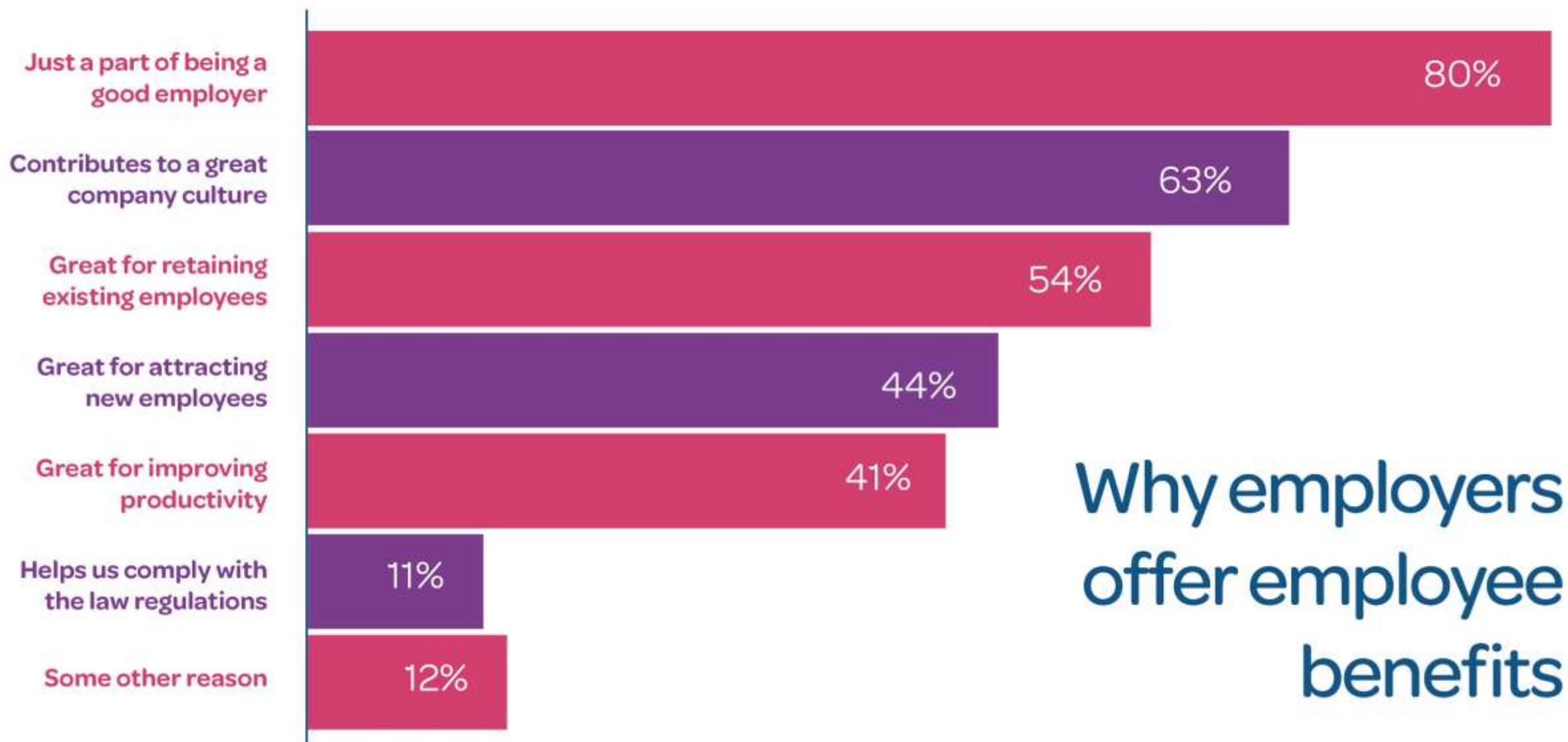


## Most important health conditions affecting staff<sup>1</sup>



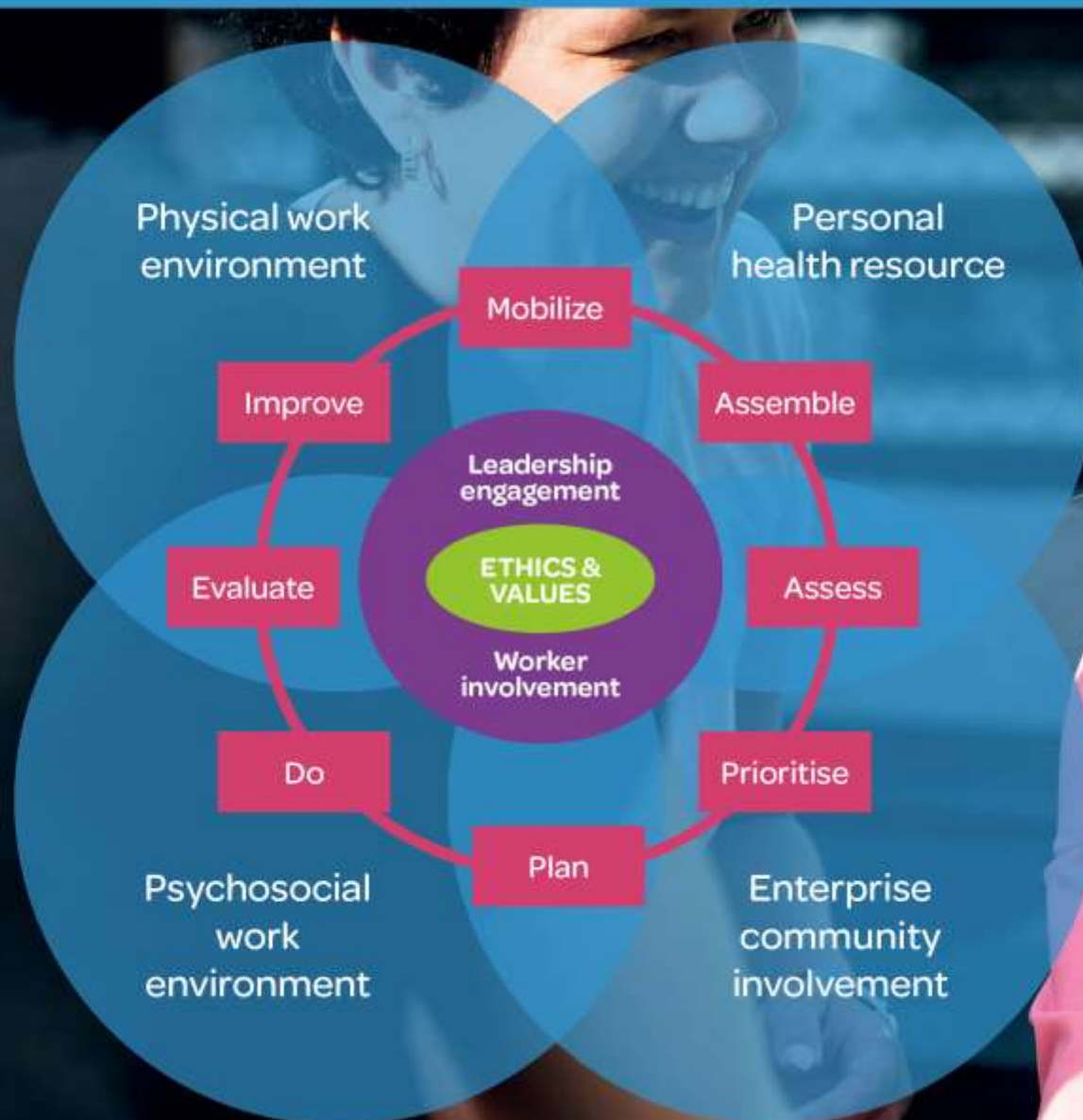
<sup>1</sup>Southern Cross Corporate Wellbeing survey, 2016





WORLD HEALTH  
ORGANISATION

# Healthy workplace model





**Southern Cross**  
Empowering Kiwis to live  
their healthiest lives

---

**Switch2well**  
Empowering YOU to live  
YOUR healthiest life



# The evolution of Southern Cross' Switch2Well wellbeing programme

## 2007

- Start of a branded wellness programme
- 10,000 steps challenge
- smoking cessation
- flu vaccinations
- health checks, GP clinic

## 2014

- Wellbeing became strategic
- Influencers and motivators
- more health-related checks
- EAP
- Sustainable commute rewards

## 2015-16

- Fitbits with co-contribution
- Onsite dietitian
- Health kiosk
- Shingles vaccine
- Volunteer day
- Family day
- Resiliency programme

## 2017

- How are you living Switch2well
- Diversity & Inclusion Strategy
- mental wellbeing survey

## 2018 & beyond

- Mental health
- Rainbow Tick accreditation
- Headspace app
- Financial awareness
- PocketSmith
- Shared experiences



## Results of Switch2well







Southern Cross  
brings you **BeingWell**



# Two BeingWell clients

## OUR ORGANISATION...



## OUR ORGANISATION...





## Setting up for success

Organisational  
readiness

Executive  
buy-in

Budget and  
resource

Reporting /  
monitoring



## Top tips for success

Employee engagement and culture is a **long-term investment**

**Be patient**  
– change happens in small steps

When engaging stakeholders include **softer benefits** as well as the **tangible benefits**

**Take a holistic approach**



Make it part of a broader programme **managing employees' health**





**Wellbeing is good  
for your people,  
your culture and  
your business**







THANK YOU

**Kia ora**