



**EMPLOYEE
WELLNESS
PROGRAMMES
GUIDE**



INTRODUCTION

An employee wellness programme is a structured initiative implemented by organisations to promote and support the overall health and well-being of their employees. Such programmes typically encompass a wide range of activities, resources and benefits designed to address various aspects of wellness, including physical, mental, emotional, and social well-being.

The goal is to help employees be happier, healthier, and more productive, ultimately benefiting businesses in the longer-term.

PEOPLE SUSTAINABILITY

Sustainability should permeate an organisation's operations from the inside out, starting with its people. People sustainability drives and sustains an organisation's growth, building sustainability into business performance.

WHAT IS "PEOPLE SUSTAINABILITY"?

Working with our partner, [CHX Performance](#), FuturePlus defines People Sustainability as the state in which employees feel they have the resources needed to meet the demands of both work and life. The ability to restore these resources now and into the future is also key. These resources are metabolic, cognitive and emotional.

CULTURE, HUMANITY, EXCELLENCE

Both FuturePlus and CHX share a vision of a world full of higher performing, more engaged, kinder organisations, with leadership and management teams able to create pro-social, highly engaged environments that enable their people to achieve all their career aspirations whilst staying and feeling well.

You can read more about this vision, and the links between employee performance, biology and mental health [here](#), or listen to our podcast on People Sustainability [here](#).

PEOPLE SUSTAINABILITY MODULE

CHX has created a short training module demonstrating how People Sustainability provides a coherent thread through the modern people agenda: performance, engagement, inclusion, equity, psychological safety, and more. To find out more, take a look [here](#), or get in touch at: info@future-plus.co.uk.



WHERE TO START WITH EMPLOYEE WELLNESS INITIATIVES

Implementing a successful employee wellbeing programme requires structure, planning and an effective employee communications strategy. Define the goals of the programme before implementing any new initiatives, for example, increasing staff engagement or morale, improving staff retention, reducing absenteeism, or fostering better relationships between staff and management.

Surveying employees is also a great way to understand employee needs and concerns. This will help you tailor the programme to what will make a tangible difference to employees. For example, if you find that your employees are stressed or experiencing mental health issues, your wellbeing programme could focus on providing enhanced mental health support.

WELLBEING ALLOWANCE

A monthly wellbeing allowance is a great way to give employees control of a wellbeing programme and make it work for them. Provide employees with a monthly amount to spend on activities or services of their choice that contribute to their physical, mental, or emotional health. For example, exercise or hobby classes, wellness treatments, veg boxes, flower or plant subscriptions, mental health services and many more.

FLEXIBLE WORKING POLICIES

Many organisations have embraced flexible working policies since the Covid pandemic, which has been a game-changer for employees. Flexible working arrangements, such as flexible hours, and the ability to work from home for part of the week, can significantly enhance employee well-being. Employees gain greater autonomy over their work-life balance, and avoid the stresses associated with rigid schedules and long commutes.

HEALTH SCREENINGS AND MENTAL HEALTH RESOURCES

Providing routine health screenings and mental health support demonstrates a commitment to employees' emotional well-being. Resources could include:

- Private medical insurance.
- Annual health checks.
- Counselling services
- Stress management workshops
- Access to mental health professionals



IMPROVED WORKSPACES

Improving the physical work environment can be an impactful wellness initiative. A well-designed workspace promotes creativity, reduces stress, and increases overall productivity. Examples of how to enhance office aesthetics and ergonomics include:

- Open-plan workstations.
- Break-out spaces and collaboration zones.
- Natural and adjustable lighting wherever possible.
- Biophilic design (incorporating elements of nature into the built environment).
- On-site gyms, games rooms and cafes.
- Access to healthy snacks and drinks.

WELLNESS CHALLENGES

Health and wellness challenges are a fun way to improve employee well-being and performance, as well as an encouraging collaboration and teamwork. For example:

- Challenge employees to walk, run, or cycle a specific distance within a month, or achieve a set number of steps.
- Introduce company-wide health and wellness apps that allocate points based on specific challenges.
- Introduce mindfulness techniques like meditation or deep breathing exercises.
- Encourage employees to prioritise sleep by tracking sleep patterns and setting realistic sleep goals.
- Organise team sports activities such as netball, basketball, football, etc.
- Engage in community service activities to promote teamwork and social impact.

HEALTHY FOOD CHOICES AND LIFESTYLE EDUCATION

Promote employee well-being by offering nutritious food options that cater to diverse dietary needs (e.g., vegetarian, vegan, low-carbon, and allergen-friendly choices). Ensure meals and snacks are balanced, delicious, and rich in essential nutrients.

Additionally, offer education initiatives around healthy eating habits and the benefits of regular exercise through:

- Workshops and seminars.
- HR resources.
- Partnerships with nutritionists or fitness experts.



MEASURING THE SUCCESS OF WELLNESS PROGRAMMES

PARTICIPATION RATES

- Track the number of employees participating in each programme or activity.
- Calculate the percentage of eligible employees who are actively involved.
- Look for trends over time to see if participation is increasing or decreasing.

EMPLOYEE SATISFACTION

- Conduct regular surveys to gather employee feedback on the wellness programmes.
- Ask questions about programme satisfaction, perceived value, and suggestions for improvement.
- Analyse survey results to identify areas for enhancement.

EMPLOYEE ENGAGEMENT

- Measure employee engagement levels before and after programme implementation. Look for improvements in:
 - Job satisfaction.
 - Productivity.
 - Absenteeism rates.
 - Employee retention.

FINANCIAL IMPACT

- Analyse the return on investment (ROI) of the wellness programme. Consider factors such as:
 - Reduced healthcare costs.
 - Decreased absenteeism.
 - Increased productivity.
 - Improved employee morale and retention.

NEED MORE HELP? Contact the team at: info@future-plus.co.uk.

