

Who's Doing It Well – Australian Case Study

Unisys Australia that's who!

In 2007 Unisys Australia launched its first-ever integrated Health & Wellbeing program "Living Well @ Unisys". The program started with a strong employee engagement campaign followed by an online Health Risk Appraisal (HRA). The aggregated results of the survey found that employee's health was slightly better than the national average, but there was considerable room for improvement. The company was losing 27,593 work days (in terms of performance) through the poor health of its workers – 54 percent of whom had below average health, and one-third were in the "at risk" category.

To assist employees to improve their health and wellbeing the Living Well @ Unisys program delivered a 12-month calendar of targeted interventions targeted to the needs of employees. Activities included a hydration campaign, physical activity education and interactive team-challenge, nutrition program, and stress education resources. At the completion of the program employees were encouraged to complete the HRA again to compare their scores against 12-months ago.



The results speak for themselves:

- An improvement in the health & wellbeing status of employees by 5.7%
 - Strongest improvements were in the areas of stress (11% improvement), risk behavior (8.8% improvement) and nutrition (4.2% improvement)
 - General health, mood, physical activity and sleep also improved (by up to 4%)
- Improvement in job satisfaction by 6.6%
- Improved self-reported effectiveness at work by 3%
- Improvement in estimated lost productivity as a result of poor health (presenteeism) from 20.2 days per employee per annum to 11.3 days (net gain of 8.9 days productivity per employee p.a)
- Reduction in self-reported sickness absence from 3 days per employee per annum to 0.9 days (similar to HR data – 0.91 days per employee per year)
- Financial savings to the business have been estimated at \$5m generating a return on investment of \$24:\$1

The business is now moving forward with its second year program. Stay tuned for more results.