QBE OHS Risk Management Essentials

QBE is committed to providing managers, employees and workplaces, with OHS Risk Management Essentials. The Essentials will assist businesses to minimise risk and drive cost efficiencies through the delivery of a range of services, assistance and advice designed to facilitate the ongoing creation and growth of safe and healthy workplaces.

One of these Essentials is Implementing **Workplace Health and Wellbeing Programs**

Workplace

Management

Employees

E1. Preventing and Managing Occupational Stress

E2. Emotional Intelligence in the Workplace

E3. Workplace Health and Wellbeing Programs

QBE

E3 Workplace Health and Wellbeing Programs

The Aim

The 'Health' in Occupational Health and Safety is growing in significance for businesses. Regulators and leading companies are increasingly emphasising the importance and value of having healthy employees.

'There is no doubt that having healthy, well-motivated employees contributes enormously to the overall success of an organisation and that employees' perception of being valued adds value to the business.

It also has a direct bottom-line benefit by minimising absences from work which improves profitability. Those at work are also more energised and committed'*.

The Essentials

Health and Wellbeing programs in the workplace can include the following components:

- Health screenings.
- Executive health.
- One to one meetings for senior staff.
- Confidential counselling.
- Sports/leisure facilities.
- Healthy eating options.
- Stress management training.
- Occupational health facilities.
- Life management courses.
- Flexible working.
- Seminars and workshops.

QBE can assist you with implementing a Workplace Health and Wellbeing Program by:

- Providing access to a national provider of health and wellbeing related services at a significantly discounted rate.
- Maximising your return on the consultant's advice by assisting you with implementation.
- Selecting a health and wellbeing program approach that suits your workplace.
- Quantifying the benefits and providing essential claims, premiums and 'how to' information to enable you to generate a business case for this initiative.
- Providing training for your staff, designed to support your Health and Wellbeing Program.
- Conducting regular Executive Management Reviews to review progress and identify improvements along the way.

The Deliverables

It is important that the Workplace Health and Wellbeing Program is tailored to your organisation according to your needs and priorities. An important function of Workplace Health and Wellbeing Programs is identifying risk areas and developing risk prevention strategies (eg. cardio health and stress).

Following the introduction of health and wellbeing programs companies have reported:

- Savings on costs of treatment for psychological and psychiatric conditions.
- Improved productivity.
- Reduced absenteeism.
- New cases of occupational illness reduced.

You will find that an effective program will:

- Improve job satisfaction and employee engagement.
- Reduce absenteeism and the loss of productivity.
- Increase staff retention.
- Enable workers to realise their full potential.

We recommend using the OHS Risk Management Essentials in combination with each other to achieve maximum impact. If you would like to know more about these Essentials talk to your QBE Account Manager or visit our website at www.qbe.com.au

*Source: *Eric Teasedale in the presentation on WELLBEING AND BUSINESS SUCCESS at Astrazeneca*