HEALTHIEST COMPANY

The winners in our search for organisations with an outstanding approach to employee health and well-being
Managing the cost and risk of employees’ health and benefits programmes presents a complex challenge for employers. Through Mercer Marsh Benefits, our experienced benefits and health programme services in client from more than 150 countries. We are specialists in our local industry and have access to a global range of information, tools, and talent.

**Content**

**1. Introduction**

For the second year running, Prudential Mercer and The Telegraph have come together to reward companies that take their workers’ health seriously. This year, the competition was open to organisations with more than 25 employees, competing for three awards: Britain’s Healthiest Company, Healthiest Workplaces and Healthiest Employees. From free health checks to onsite dentists and an annual pay day appointment, there was something for everyone - and the innovators are the ones who are rewarding this important issue.

**2. We have a real opportunity to tackle health and wellness**

LORD COE

Marginal changes can make a big difference, and everyone can play their part in improving their health. One of the key lessons is that health loses favour when we are unhappy or poorly. We can all choose to be healthier - running on a treadmill or walking rather than taking the bus. So I’m delighted to see the Number 12:02 Programme's initiative encouraging employees to play their part with the launch of the Break the Habit challenge.

**3. Workplace health needs to rise up the corporate agenda to become an executive-level issue**

Chris Bailey is head of sustainability at the British Olympic Association. He has been Vitality Ambassador for small company of the British Olympic and Paralympic teams over the past six years. Chris is a big believer in using the Olympic brand to raise profile of workplace health and wellbeing.

**4. The challenge we face is to change corporate Britain**

Neville Koopowitz

Poor lifestyle choices cost British companies £8 billion a year in lost productivity. However, many significant findings emerged from the British Olympic Association (BOA). Instead of focusing on the economic burden of illness, the BOA surveyed more than 2,000 employees and found that workplace health initiatives can have a significant impact on productivity. The survey revealed a significant productivity gap of more than 5 years. The British Olympic Association (BOA) is a non-profit organisation that aims to improve the health and wellbeing of people across the UK. They believe that by promoting healthy lifestyles, individuals and organisations can benefit from improved health outcomes and a more productive workforce.

**5. This year’s winners should be an inspiration to us all**

Chris Bailey

This time last year when we launched Britain’s Healthiest Company, it was a good time for the health of our country’s workforce. Whether the NHS nor employer funded healthcare, the nation’s workforce. We say it was a laudable Healthiest Company, launched Britain’s Healthiest.

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This year’s winners should be an inspiration to us all. They have taken a lead in promoting health and wellbeing in the workplace, and have demonstrated that by investing in employee health and wellbeing, organisations can improve productivity, reduce absenteeism, and boost morale.

**Chris Bailey is head of sustainability at the British Olympic Association.**

**Contact**

Mercer Marsh Benefits is a service provided by Mercer (which is advised and regulated by the Financial Conduct Authority. Registered in England number 1338172). Registered Office: 1 St James’s Main, Ten drawer, London, C01 1OE. Mercer Life is authorised and regulated by the Financial Conduct Authority. Registered in England number 1517279. Registered Office: 1 Tower Place West, Tower, London, EC1M 5BD.
The most worrying finding was that staff with four or more risk factors were more than two-and-a-half times more likely to be on sick leave – 16pc compared to 6.4pc – than their counterparts, with the Vitality Age gap of 4.26 years higher.

While more than 25,000 volunteers from companies of all sizes across the UK responded to the survey, only 2pc of the participants had a Health Age gap of less than two years.

The survey shows:

- Vitality Ages are derived by reviewing multiple risk factors, including poor diet, lack of exercise, smoking and alcohol consumption.
- More than 25,000 volunteers from companies of all sizes across the UK responded to the survey.
- Staff with four or more risk factors were more than two-and-a-half times more likely to be on sick leave.
- The survey shows that companies of all sizes can and must do very much better.
What shape are we in?

Research carried out for the Britain’s Healthiest Company awards has provided a fascinating snapshot of well-being in the workplace.

**Physical Activity**

- 11.1% 0 exercise sessions per week
- 9.2% 1 exercise session per week
- 15.3% 2 exercise sessions per week
- 19.5% 3 exercise sessions per week

**Employees’ Smoking Habits**

- Never smoked: 61%
- Ex-smoker: 28%
- Smoker: 11%

**Body Mass Index (BMI)**

- Healthy: 18.5-24.9 (50%)
- Overweight: 25-29.9 (33%)
- Underweight: <18.5 (2%)
- Obese: ≥30 (15%)

**Risk Factors**

- 36% Physical Activity
- 52% Nutrition
- 40% Smoking
- 19% Alcohol
- 4% Mental Well-Being
- 20% Body Composition
- 80% Health Screening
- 35% Chronic Conditions

**Alcohol Consumption**

- 0 days: 19%
- 1 day: 27.1%
- 2 days: 20.8%
- 3 days: 15.1%
- 4 days: 8.4%
- 5 days: 5.3%
- 6 days: 1.8%
- 7 days: 2.5%

**Actual Age versus PruHealth Vitality Age**

- Age 18-30: 3.4 years
- Age 31-40: 3.9 years
- Age 41-50: 4.1 years
- Age 51-60: 4.3 years
- Age 60+ Lim: 4.3 years

**Company’s Support**

- Healthy snacks offered in meetings: 75.6%
- Stress management programmes: 68%
- Training on identifying and reducing workplace stress-related issues in their team: 41%
- Work-life balance programmes: 43%
- Stress management information: 32%

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**The Key Numbers**

**Britain’s Healthiest Company**

- The Sunday Telegraph

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How a health giant helps its global workforce stay fit

GILEAD SCIENCES
The wellbeing of employees is key to excellence in pharmaceutical development, says Andrew Cave

When Merck Sharp & Dohme, as it was then, moved its European headquarters to Cambridge, it also introduced a comprehensive health and well-being programme for its employees. "It was thought that an independent company would be better placed to devise its objectives," says the company’s strategy manager, Jenny Hirschorn. The scheme, which has been in place for 20 years, currently employs an equal number of medical and non-medical staff, who work closely to improve the health and well-being of the workforce, and their families. The programme includes on-site services such as medical check-ups, counseling, physical fitness assessments, and access to health clubs. Employees are also encouraged to take part in a variety of activities, including sports teams, exercise classes, and healthy eating workshops. As a result, the programme has helped to reduce absenteeism and improve productivity. "The programme has been a great success," says Hirschorn. "Our employees love it and it has made a real difference to their lives."
Developing a healthy work-life balance is no sweat

To keep the teams in tune with company goals, it’s important for them to feel part of something larger than themselves. So Sweaty Betty has designed a range of initiatives that employees can get involved in, such as social events, training sessions, and team-building activities. For example, employees are offered flexible working hours, including the option to work from home, and are encouraged to take time off to relax and recharge.

What the company currently lacks is a comprehensive wellness program, but that’s where we are. Already, we’ve started to implement some initiatives, such as yoga classes and fitness classes, to help employees stay fit and healthy. Ultimately, we believe that a healthy workforce leads to a healthy business.

To help attract and retain staff, Sweaty Betty offers flexible working patterns, and we encourage employees to work from home when it suits them. We believe that a healthy lifestyle is essential for productivity and well-being, and we are committed to supporting our employees in their personal and professional development.

We believe that a healthy lifestyle is essential for productivity and well-being, and we are committed to supporting our employees in their personal and professional development. We are always on the lookout for new ideas and initiatives, and we encourage our employees to help develop and implement them. For example, we have implemented a fitness program that includes classes and activities, as well as a buddy system for people wanting to train in fitness instruction. We believe that a healthy workforce leads to a healthy business.

In conclusion, Sweaty Betty is committed to creating a healthy and balanced work-life environment for its employees. We believe that a healthy lifestyle is essential for productivity and well-being, and we are committed to supporting our employees in their personal and professional development. We encourage our employees to help develop and implement new initiatives, and we are always on the lookout for new ideas.
There are demonstrable benefits to working for a company with the UK’s healthiest workforce, as employers feel looked after in the workplace. It can make nipping outside a company with the UK’s healthiest workforce. Hazel Davis

A studied approach

RESEARCH

FORRESTER

Forrester Research also offers its own off with Mr & Mrs Smith holidays. For external training.

To further this aim, in 2011 the team and collaborative

become even more of a

that help staff to

pong-pong competition

Top table: an annual

Employees Award

Dan Matthews

The UK building sector is famed for a lack of health and fitness environment. But Japanese financial services Nomura, which has a global workforce by examining its Vitality Health Plan. Vitality Health Plan. Ms Baudry suggests that at Forrester Research. The London-headquartered research firm prides itself on keeping its employees are our most important asset,” she says. It stands to reason that if employees are well looked after, then they will be more productive. says Ms Baudry. “It is important to us to demonstrate that we care about their health and well-being at work as well as provide the programmes they can also

employee well-being benefits. First, to promote

of the superfit

Bank discovers that investing in a healthy workforce pays dividends

There is a fully integrated medical facility with a clinical support team, full-time GP and nursing services. Hugging health problems are addressed in a 24-hour occupational health clinic, which provides first-line health care. The company also offers its employees medical insurance, too. The business also has a professional

The business won a host of prizes and recognition, including, including, including,

The plan and participation levels are displayed in the canteen.” Last year, more than a quarter of Forrester’s

engraved on the winners’ plaque as possible. The winner gets their name

expect to win, but, says Ms Baudry: “Of course we are very proud to have won in our first year. It’s great that our employees feel looked after and value our programmes and facilities.” Ms Baudry thinks that employees

encourage them to take up

competition this year for the first time, partly to engage with company’s health and

This year it came first as Britain’s Healthiest Company and Most Smoke-Free Workplace. The business won a host of prizes

Healthiest Company in the Large Sized

WINNER

NOMURA

Over the period of the study, the business discovered that the integration of key

TOP 10: AERIAL SHOT COMPETITIONS

Grassroots plans shape up squad

The winner gets their name

Forrester decided to take part in the

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Setting the standard for well-being

**QUINTILES** The bio-pharmaceutical company takes pride in its wellness programme, says Jenny Hirschkom

“Our vision is to bring people and knowledge together for a healthier working life. In our organisation, we want to make sure that our people can work to the best of their ability.”

Quintiles, a global bio-pharmaceutical company, believes that the efforts made in the area of well-being make a huge difference. A global company, they have offices across the globe and are committed to making a positive impact on the health and well-being of their employees. They have been recognized for their efforts in this area, winning various awards for their wellness initiatives.

In terms of being a healthy company, but quintiles take it a step further by making a significant investment in the well-being of their employees. They believe that a healthy workforce is also a productive workforce.

One of the main benefits of the programme is the reduction in sick leave. The company has seen a decrease in the number of days lost due to illness, which is a significant contributor to this.

Incentives are an important part of the programme. Quintiles offers various incentives to motivate employees to participate in the programme. These incentives include prize draws, savings for health insurance, and giveaways such as pedometers and sports and exercise equipment.

Other incentives include prize draws, savings for health insurance, and giveaways such as pedometers and sports and exercise equipment. The programme has been so successful that it has been extended to other parts of the organisation.

In conclusion, Quintiles has made a significant investment in the well-being of its employees. They believe that a healthy workforce is also a productive workforce, and they are committed to continuing to make improvements in this area.

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**Five reasons to get your staff healthy**

1. They can improve your employee’s health and productivity through initiatives like this encouraging culture.
2. It helps an ageing workforce.
3. It boosts productivity.
4. It makes staff feel valued.
5. It promotes effective working.
Healthy workers cost their employers **56% less** in lost productivity

**FIND OUT HOW TO CREATE A HEALTHIER WORKFORCE**
Email us at corporatevitality@pruhealth.co.uk

...and **27,344** thanks
to all participating employees and congratulations to Gilead Sciences, adidas UK and Nomura, winners of Britain’s Healthiest Company 2014

To register for 2015, visit britainshealthiestcompany.co.uk

*Based on a comparison of the cost of lost productivity of respondents with a Vitality age lower than their actual age to those 10 or more years older
Source: Britain’s Healthiest Company, 2014