

## Guide No 2 : Why Employee Wellness Programs?

We live in times of uncertainty and almost constant change which is why it is vital to invest in employee wellness. An employee program supports healthy living and guides employees to adopt measures to prevent illness.

Employee wellness programs tell employees they are appreciated and as with any relationship - individuals are attracted to, remain with, and value companies/people who value them.

The people who work in your organisation are your most valuable resource and the goals of your wellness program will vary but in the main will include:-

- To meet legal obligations
- To combat stress in the workplace
- To motivate employees
- To attract employees
- To retain employees (capitalise on your investment and avoid further recruiting/training costs)
- To reduce the rate of absenteeism and time lost

- To improving staff morale
- To increase productivity
- To be part of an excellent benefits package
- To promote best practice
- To avoid litigation

Wellness programs can be as small or as large as you want them to be. Ranging from full stress management training and onsite gyms to simple employee wellness newsletters or corporate gym membership discounts.

The brilliant thing about wellness is you can implement achievable activities that promote healthy behaviours relatively easily. The most important step is the first step on the employee road to wellness.

When you attach your wellness program to reasonable outcomes such as the above, like other companies you will see savings being made in areas such as increased productivity and reduced costs in employee turnover.

**For more about well being at work and a healthy stress free lifestyle visit our website at [www.smartfoundations.co.uk](http://www.smartfoundations.co.uk)**