

AUSTRALIA'S
HEALTHIEST
WORKPLACE

2019

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WORKPLACE

AIA Vitality



HEALTHIER, LONGER,
BETTER LIVES

IT'S A SIMPLE BUT
IMPORTANT FACT:
**EMPLOYEE
HEALTH**
IS KEY TO **BUSINESS SUCCESS.**

Investing in the health and wellbeing of employees can save businesses billions of dollars every year. For example, in Australia on average, absenteeism and presenteeism costs businesses over \$11 million a year*.

Given that so much of our time is spent at work, we think it's important that we understand, measure and ultimately, improve wellbeing in the workplace. That's why we have created The Healthiest Workplace by AIA Vitality to gear employers towards a thorough understanding of employees' health and wellbeing, giving them useful insights to support them in their healthy living goals and improving company-wide productivity.



WHAT IS AUSTRALIA'S HEALTHIEST WORKPLACE BY **AIA VITALITY?**

The Healthiest Workplace by AIA Vitality is a comprehensive survey of the health and well-being of employees around Asia-Pacific. The survey gives employers useful insights to support them in their healthy living goals while improving company-wide productivity.

In 2018, the second year of the survey which encompasses Australia, Hong Kong, Malaysia, and Thailand, the Healthiest Workplace study saw participation from 340 organisations representing a combined workforce of 24,187 employees.

*Source: Australia's Healthiest Workplace Survey 2017

DID YOU KNOW? IN AUSTRALIA



High productivity loss
at **48Days** a year



27% Australians
slept less than **7 hours** a night



54% Australians
did not eat a balanced diet



53% Australians
at least one dimension of
work-related stress

Source: Australia's Healthiest Workplace by AIA Vitality 2018

AUSTRALIA'S HEALTHIEST WORKPLACE BY AIA VITALITY

IS SUPPORTED BY:

ADVISORY BOARD

The initiative is overseen by the expert advisory board which is chaired by AIA's Group Medical Director. The board comprises leading figures in the fields of workplace wellness, public health and mental wellbeing, and academia.

ACADEMIC PARTNERS

Research and analysis for The Healthiest Workplace by AIA Vitality is conducted by RAND Europe with support from local academic partners, which provide academic advisory services and validate the survey questionnaire and findings. Research will focus on understanding productivity loss and how workplace wellness strategies can be applied to reduce this loss.



AIA VITALITY AGE

Australia's Healthiest Workplace by AIA Vitality uses a scientific measure of AIA Vitality Age, which measures all aspects of health, including exercise, nutrition and stress, to calculate a person's 'health' age as a comparison to their calendar age.

THE BENEFITS OF PARTICIPATING

- Understand the health and wellbeing profile of employees in the terms of lifestyle, clinical indicators, mental health, stress, and other areas of concern.
- Establish positive attitudes to health among your employees.
- Understand how your wellness facilities are used, and how effective they are in improving employees' health.
- Compare your organisation to other participants.
- Boost organisation's business performance by increasing productivity and attract the best talent.

AWARDS CATEGORIES*

Healthiest Workplace by AIA Vitality recognises excellence in workplace wellness across all award categories and all sizes of organisations.

*Categories may vary by AIA's discretion every year.

THE PROCESS



MANAGEMENT ASSESSMENT OF COMPANY HEALTH

A representative from your organisation (such as HR director or Head of HR) must complete a 20-30 minutes online assessment.

EMPLOYEE HEALTH ASSESSMENT

Employees voluntarily complete this 20-minute online assessment of their own health to receive an immediate personal report detailing their 'AIA Vitality Age', identifying key lifestyle and health risks, and making suggestions for improvement.

ORGANISATIONAL HEALTH ASSESSMENT

Outlining the health and wellbeing status of your organisation and employees, this comprehensive report provides benchmarking information as well as useful insights to support your employees' health and improve productivity.

EXPERT CONSULTATION

Where available, a workplace wellness expert will discuss your results and identify future strategies in a face-to-face consultation.

TAKING PART IS FREE

You'll receive a report detailing the health and wellbeing status of your organisation, and every employee who takes part will also receive one's own Personal Health Assessment Report featuring their unique "AIA Vitality Age".

We'll also provide you with promotional materials to encourage your employees to participate* and you will be guided throughout the entire process by our team of dedicated experts.

Simply register and we will send you regular emails and updates to let you know what you need to do and when.

THE REGISTRATION IS OPEN UNTIL 31 MAY 2019.

Employees may complete the survey by 31 July 2019. Results and winners will be available from October 2019. Awards – Organisations who have excelled or shown great improvement will be acknowledged.

Once your organisation has registered to take part in the Healthiest Workplace by AIA Vitality, you'll receive full details of the process, as well as links to the questionnaires and supporting communications to help you engage and encourage your employees.

*AIA reserves the right to limit participation. Please refer to T&C in website for details.

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AIA *Vitality*

Find out more at healthiestworkplace.aia.com

For enquiries, please email au.healthiestworkplace@aia.com