

Navigating the new world
of dynamic working
and employee wellbeing

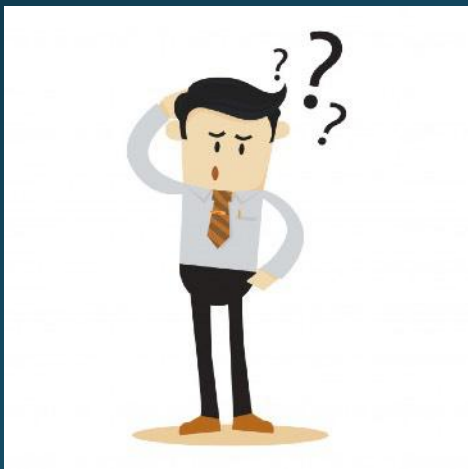
TRAYPORT

A TMX COMPANY

What makes us winners?



Challenges we faced



Our Approach

Don't reinvent the wheel!



Our Goals were:

Decrease the volume of sick leave/
absenteeism requests



Increase the overall level of wellness
amongst our staff

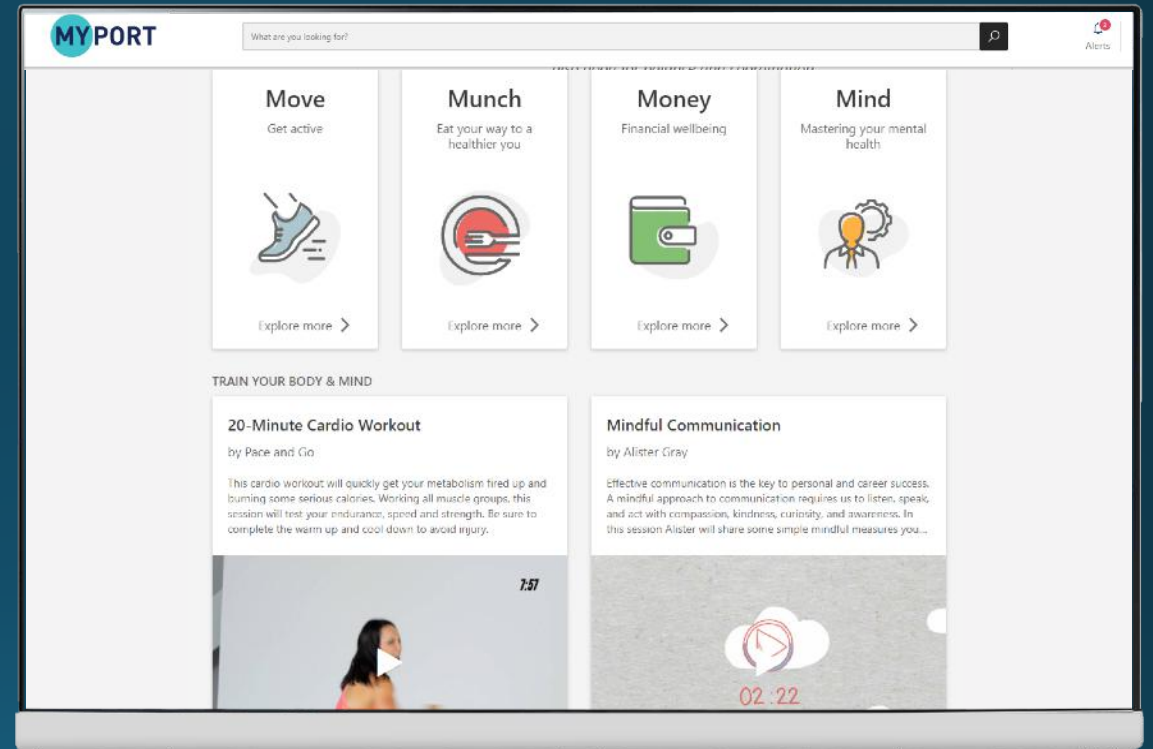
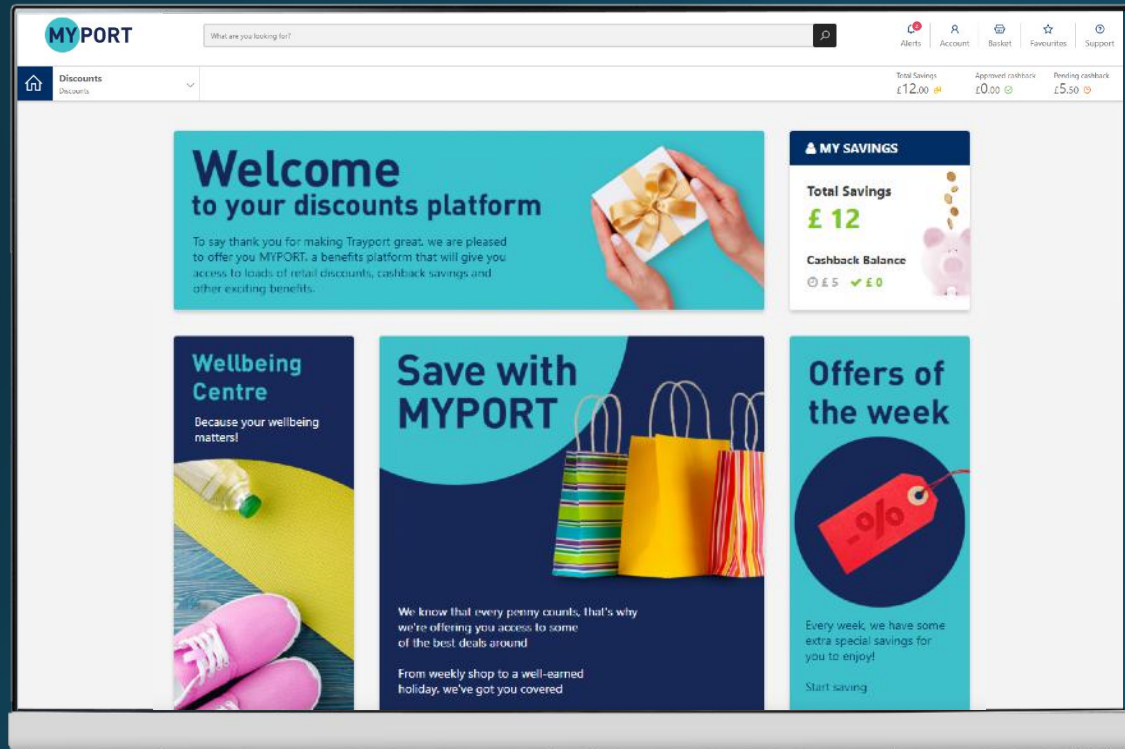


Raise awareness around mental health
and wellness



Attract and retain talent by providing a
comprehensive and innovative wellness
programme

Listening to what staff wanted:



Putting our strategy and goals into practice:



Our Wellbeing Pillars:



Mental &
Emotional
Wellbeing

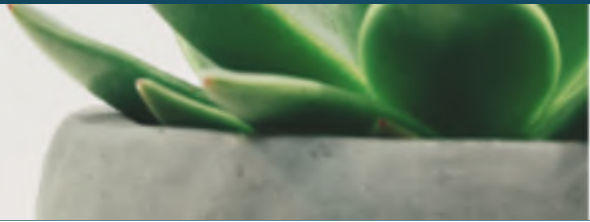


Mindfulness &
Relaxation



Exercise &
Nutrition





REBOOT + RECHARGE

2018

Mental & Emotional Wellbeing



1. Resilience Toolkit

Mindfulness & Relaxation



1. Sleep School
2. Introduction to Mindfulness
3. Chair Massage

Exercise & Nutrition



1. Nutrition
2. Yoga practice
3. Outdoor Gym Session
4. Chair Yoga Class

2018 REBOOT + RECHARGE



Outdoor Gym Session



Talks took place in meeting rooms & was recorded for those who couldn't make it/worked elsewhere

Feedback from 2018:



People quoted that they wanted regular office yoga classes

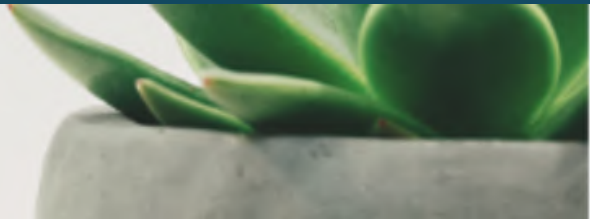


1. “The only thing I would have to comment on would be the quality of the teaching. I found the knowledge and flow to not really be there.”
2. “I thought the **programme** was great, and a good use of lunch times.”



Outdoor Gym Session:

“Getting out for **exercise** with Attack the Day was fun, social and a good workout.”



REBOOT + RECHARGE

2019

Mental & Emotional Wellbeing



1. Doggy De-Stress
2. Mastering your Emotions
3. Work and Family Balance

Mindfulness & Relaxation



1. Massage Therapy
2. Meditation Class

Exercise & Nutrition



1. Outdoor Gym Session
2. Pilates
3. Food and Moods Workshop

2019 REBOOT + RECHARGE



Feedback from 2019:

4.5

Average star rating from across the Programme



Understanding & Managing Stress:

“The expert speaker was really engaging, the session was fun and not just listening to someone read off of some slides. I found what she was saying to be interesting and felt like I took something away from the session”.



Doggy De-Stress:

“I honestly felt very relaxed and less stressed afterwards. Thank you thank you thank you for organising this. The dogs and the handlers were all so lovely.”

What we learnt from our R+R Programmes:

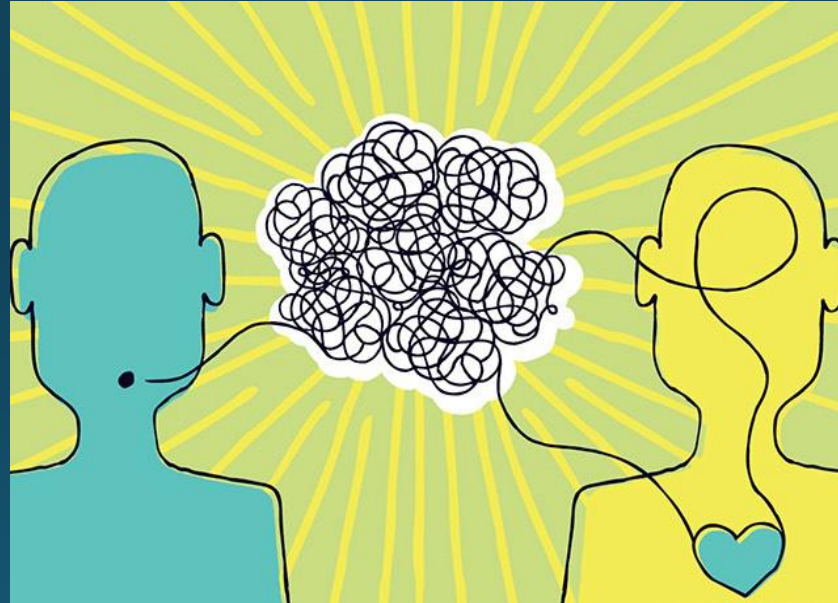


Our response to feedback:

2018 R+R Programme =
2019 Changes

Permanent weekly yoga

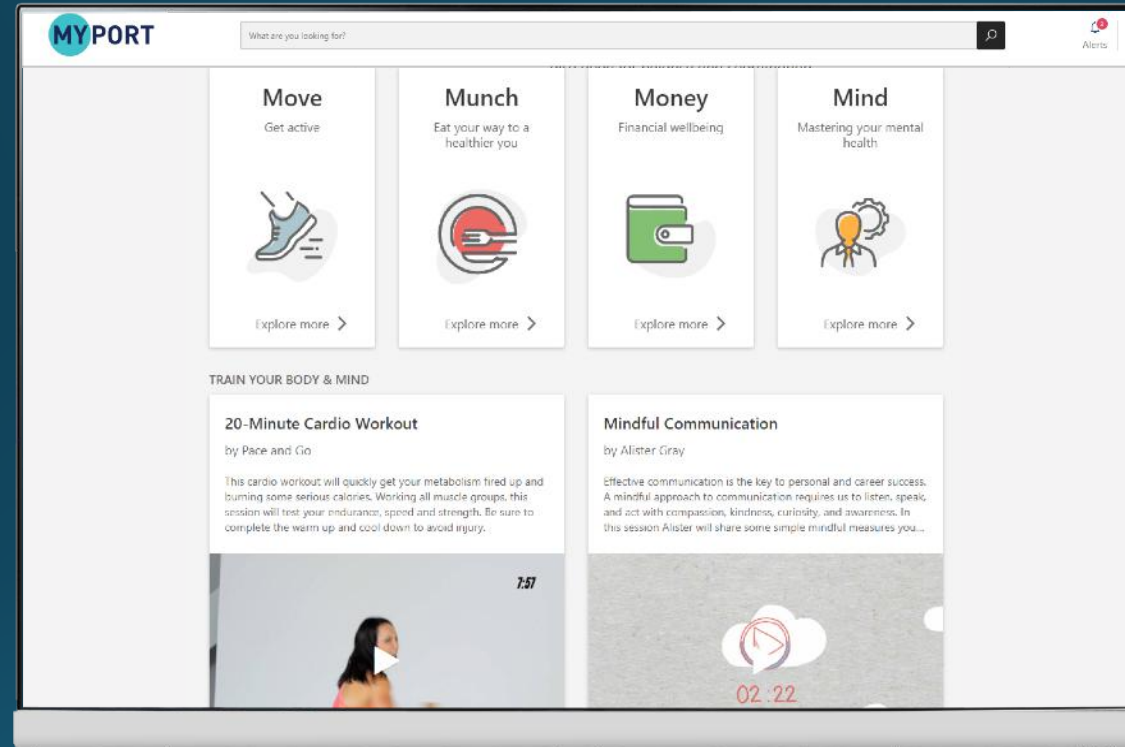
Credentials of speakers



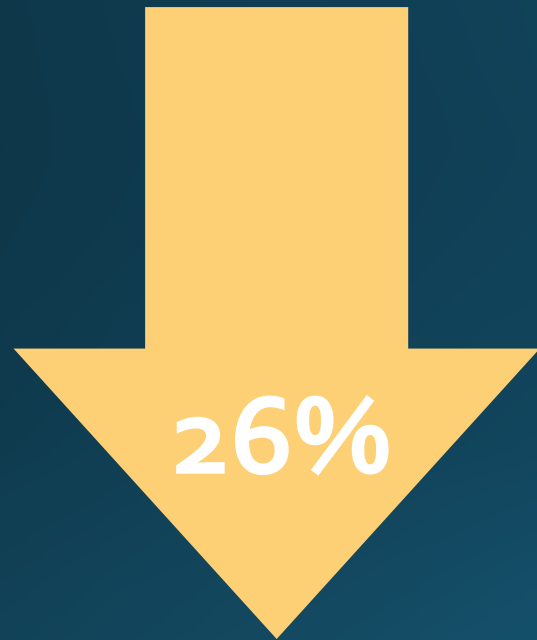
2018 R+R Programme =
2020 changes

Football sponsorship

Part of our culture



Did it work?



Sickness levels
dropped by 26% in
2018 after our first
R+R Programme



Usage of our **EAP**
skyrocketed

49% increase in
attendance

Final Takeaways:

- 1 Keep it simple
- 2 Asking for feedback
- 3 Don't be afraid to try new things