

Organisations Thrive with Wellness Initiatives

A Strategic Advantage for Employers



**GLOBAL
PERSPECTIVE ON
EMPLOYEE
HEALTH**

**INDIA'S
STORY ON
EMPLOYEE
HEALTH**

**INVESTMENT
IN
EMPLOYEE
WELLNESS**

**BRIDGING THE GAP:
HCL HEALTHCARE'S
COMPREHENSIVE
SERVICES**

Employees are the cornerstone of any organisation, and essential for achieving strategic goals. Recently, the workplace has transformed, challenging traditional dynamics and emphasizing adaptability and resilience. HR teams have been pivotal in guiding employees through these changes, focusing on balancing work and life.

This shift has brought employee well-being to the forefront, changing the perception of employees from mere resources to valuable human capital with unique needs and potential.

This whitepaper explores the critical role of well-being in creating a positive work environment and sustainable organisational culture. It combines empirical data and practical solutions to foster a workplace where employees are healthy, prosperous, and highly productive.



Global Perspective on Employee Health: Challenges and Trends

The degradation of health is leading to escalating healthcare costs, a **trend starkly evident in 2023**^①. Employers are witnessing above-average increases in these costs, driven by pent-up demand for medical services, including a surge in late-stage cancer treatments. This situation serves as a crucial reminder for employers about the importance of employee health.

The Current State of Employee Health

Employees self-reported health status leaves room for improvement, and most workers struggled to improve their health last year.

At first glance, it might appear that employee health is at a generally acceptable level. However, just 31% of employees reported being in excellent physical health and only 25% said they are in excellent mental health.

Furthermore, around one-third of workers said their health worsened last year.

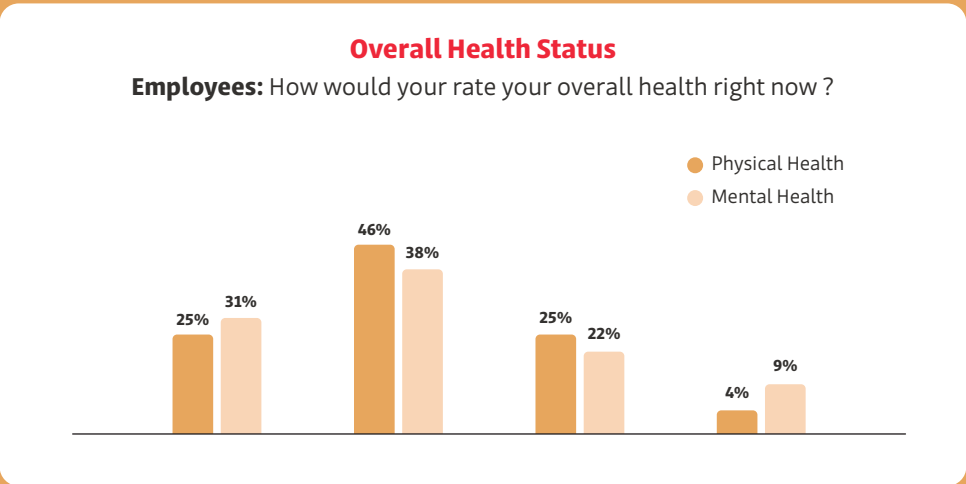
Combined, roughly 75% of employees felt their health worsened or stayed the same in 2022. Just one-quarter said their physical health (25%) and mental health (26%) improved.

In stark contrast to what employees reported, around 6 out of 10 HR leaders said they believe their workforce's physical health (59%) and mental health (60%) improved last year. This indicates that leaders may not appreciate the extent to which their team members may be struggling with their health.

1 in 3
employees said their health worsened last year

Physical Health
worsened - 34%
Improved - 25%
Stayed the same - 41%

Mental Health
worsened - 32%
Improved - 26%
Stayed the same - 42%



Source^②

① <https://www.ehstoday.com/health/article/21256875/health-and-wellbeing-trends-to-watch-in-2023>
 ② chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://7645548.fs1.hubspotusercontent-na1.net/hubfs/7645548/Ebooks/The%20Annual%20State%20of%20Workplace%20Health%202023_Report_One%20Medical%20(1).pdf?__hstc=221214791.a81d361310d7f55eb16813920c93b66a.1701320613899.1701320613899.1701320613899.18__hssc=221214791.1.1701320613899__hsfp=2025454361

Consequently, there's a growing integration of health and well-being initiatives in workplace strategies. This shift is significant, with **65% of employers** now viewing these initiatives as integral to their workforce strategy, a substantial increase from just **27%** five years ago. This trend is further highlighted by the projected **\$74.11 billion valuation of the corporate wellness market by 2026**,^③ emphasising the increasing investment in employee health and well-being.

Current State of Employee Well-Being in **India**

In India, the **2023 Work Wellbeing Report**^④ reveals only **24%** of employees experience high workplace wellbeing, slightly below the global average. The study highlights leadership's crucial role in creating a safe, inclusive environment, with **67%** of employees acknowledging this responsibility.

A generational wellness gap exists, with Gen-Z less content than Millennials and Gen-X. Further, occupational hazards significantly impact employee health, contributing to **37% of back pain, 16% of hearing loss**, and other chronic conditions. Annually, **12.2 million** working-age individuals, mainly in developing countries, die from noncommunicable diseases linked to work.

These health issues result in an economic loss of **4% to 6% of GDP** in most countries, underscoring their profound societal and economic impact.

These findings urge Indian organisations to prioritise employee wellness, align leadership practices, and bridge generational gaps for improved productivity and talent retention.

How is **India** growing in the Wellness Landscape?



The paradigm shift in India's wellness arena mirrors a global trend as health-aware individuals seek innovative wellness products. Triggered by understanding wellness as a necessity, not luxury, diverse demographics are adopting these products.

Forecasted revenues of **US\$10.12 billion in 2023 for India's Digital Fitness and Well-Being**^⑤ market, escalating to **US\$22.12 billion** by 2027, depict a booming sector.

With a **21.59% CAGR** from 2023-2027 and an anticipated ARPU of **US\$56.53**, the trajectory suggests a brighter, healthier future.

③ <https://zipdo.co/statistics/workplace-wellness/>

④ <https://in.indeed.com/insights/thriving-at-work-india>

⑤ <https://www.businesstoday.in/impact-feature/story/wellness-beyond-trends-relax-companys-commitment-to-indias-healthier-future-397638-2023-09-09>

The Financial Repurcussions of Neglecting Employee Health

The health of employees is an asset to any organisation, and neglecting it can lead to detrimental financial consequences. Here are some significant statistics emphasising the economic impact of overlooking employee wellness:

Employee Engagement

Disengaged employees⁶ exhibit:

37% higher absenteeism, **18%** lower productivity, and **15%** lower profitability. This scenario translates to a loss of **34%** of a disengaged employee's annual salary, costing the company **\$3,400** for every **\$10,000** they earn, as per **Gallup's findings**.



Mental Health Costs

A survey by **Deloitte** reveals that poor mental health among employees costs Indian employers approximately **Rs 1.1 lakh crore (\$14 billion)** annually, encompassing absenteeism, presenteeism, and attrition.

Absenteeism Costs:
Rs. 14000 crore (\$1.9 billion)
Presenteeism Costs:
Rs. 51000 crore (\$6.6 billion)
Employee Turnover Cost:
Rs. 45000 crore (\$5.9 billion)



Investing in the wellbeing of employees is not merely a moral obligation, but a financial imperative.

Adopting a proactive approach towards promoting a healthy work environment and providing adequate mental health resources can significantly mitigate these costs, driving higher engagement, productivity, and overall profitability.

Workplace Health Initiatives⁷ Slash Sick Leave by 27% and Cut Company Healthcare Costs by 26%.

⁶ <https://news.gallup.com/reports/178514/state-american-workplace.aspx>
⁷ <https://www.linkedin.com/pulse/occupational-health-workplace-well-being/>

Investment in Employee Wellness Leading to Financial Benefits



The correlation between employee health and organisational financial performance is undeniable. By prioritising the health and wellness of your staff, you are making a strategic investment that will pay dividends in the form of:



Reduced Absenteeism:

Investing in health and wellness interventions leads to significant reductions in absenteeism, with studies showing cost savings ranging from **\$2.50 to \$10.10 for every dollar invested**.⁸ Worksite health programs are linked to **25%-30%** reductions in medical and absenteeism costs over an average of **3.6 years**. Risk factor reduction can **decrease absenteeism by 2%** and **increase productivity**.



Enhanced Performance:

Wellness programs improve physical and mental health, leading to drops in BMI, blood pressure, and mental health issues. A **survey found** an increase in energy and productivity, with reduced healthcare expenditures and doctor visits.



Lower Healthcare Costs:

Preventive care and wellness programs can significantly reduce healthcare costs. For instance, lifestyle changes in employees with higher acuity levels saved an average of **\$1,580 per person**¹⁰ compared to those in the low-acuity group.



Improved Employee Retention:

Comprehensive healthcare services enhance employee loyalty and retention. A **survey revealed**¹¹ that employees with access to wellness programs are more likely to recommend their employer, continue working there, and feel proud of their workplace.

⁸ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7304414/>

⁹ <https://www.ekincare.com/blog/corporate-wellbeing/how-do-wellness-programs-increase-productivity-in-the-workplace>

¹⁰ <https://hbr.org/2018/10/how-to-gauge-the-effectiveness-of-employee-wellness-programs>

¹¹ <https://www.businesswire.com/news/home/20190109005048/en/Engagement-in-Well-being-Programs-Strongly-Linked-to-Greater-Employee-Loyalty-According-to-Optum-Study>

Building the Pillars for a Culture of Well-being



WORK

Integrating well-being into the design of work

EXAMPLE

- Flexible and/or predictable scheduling
- Systems for collecting and communicating feedback
- Using technology to promote collaboration
- Giving workers more autonomy in how they do their work
- Avoiding short-listed teams

WORKFORCE

Providing the right mix of benefits, programs, and policies that support workforce well-being

EXAMPLE

- Employee and family assistance program
- Health Insurance
- Psychological care benefits
- Corporate purpose
- Equity, diversity, inclusion and belonging initiatives
- Leadership training
- Enhanced return-to work programs
- Enhanced leave policy
- Skills training programs

WORKPLACE

Providing access to physical spaces and remote work policies designed with people's well-being at the centre

EXAMPLE

- Physical spaces that address behaviour, operations, and design optimizing:
 - Air quality
 - Water quality
 - Light
 - Sound
 - Movement and ergonomics
 - Thermal comfort
 - Community
 - Nourishment
 - Mind
 - Materials
 - Accessibility
- Remote work policies and support

This framework expands the Deloitte consulting model on Future of Work

In the current times, fostering a culture of health and well-being within the organisational realm is paramount. Coupled with a wellness program aimed at health improvement, this culture acts as a testament to an organisation's dedication towards emerging stronger and healthier.

It's a strategic approach not just for reducing health risks but also for underlining the collective pursuit of betterment. Now is the opportune moment to:

1

Assist Employees in Risk Management

Educate and provide resources for employees to understand and mitigate health risks.

2

Enhance Emotional Health

Offer support systems and programs to improve employees' emotional health, fostering a resilient workforce.

3

Tackle Prevalent Health Risks

Highlight and address the significant health risks prevalent in society, ensuring employees are well-informed and equipped to avoid them.

By taking these steps, not only will organisational health thrive, but a supportive, holistic environment will also be cultivated, ensuring a prosperous and healthy future for all involved.

Bridging the Gap: HCL Healthcare's Comprehensive Services

HCL Healthcare is a pioneer in delivering a wide range of preventive health and wellness solutions to the Indian corporate sector. With a talented clinical and corporate workforce, the company has served half a million customers and has anchored many health transformation journeys. In less than a decade, HCL Healthcare has a footprint of **50+ physical sites** and coverage of **9000+ pin codes pan India** and is extensively delivering customized wellness solutions to multi-industries including IT, Infra, Travel, Real Estate, Global Investment Banks, and Education.

We have also achieved a significant milestone by providing bespoke wellness solutions to a diverse range of industries, including Information Technology, Infrastructure, Travel and Tourism, Real Estate, Global Investment Banking, and the Education sector.

We pride ourselves on our innovative and technology-driven '**phygital**' model of care, bridging the physical and digital realms to provide seamless, efficient, and impactful healthcare solutions. At HCL Healthcare, we strive to shape a healthier future for India's corporate workforce thereby contributing to the overall well-being of our community.

OUR MILESTONES

 **1 Mn+**
Doctor
Consultations

 **6,00,000+**
Health Checks
Delivered

 **2,50,000+**
Vision
Screenings

 **1,50,000+**
Covid Queries
Managed

 **2,00,000+**
Dental
Screenings

 **17,000+**
Active Care Plan
Subscribers

 **6000+**
Wellness
Sessions

 **2000+**
Managed
Critical Cases

OUR REACH

**PAN India
Presence**

50+
Physical
Centers

9000+
Pin code
coverage

550+
Clinical
Staff

222+
Business
Enablers

1000+
patient Served
Every Day

Building Workplace Wellness Centers

INTEGRATED AND PERSONALIZED ON-CAMPUS HEALTH SOLUTIONS

First Stop for Medical Care:

Routine checkups, common ailment treatment & more.

Digitally Empowered Wellness Hub:

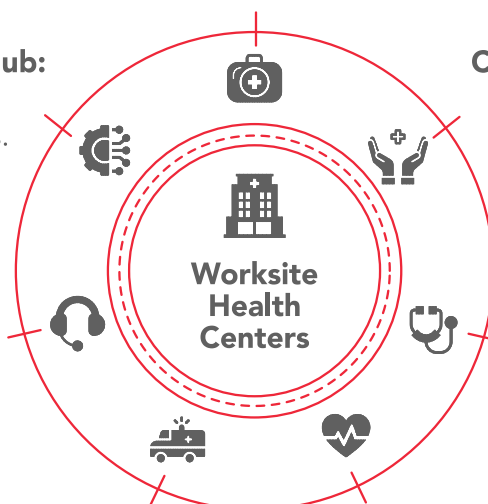
EMR based patient lifecycle management & clinical analytics.

Comprehensive Preventive Care:

Health checks, Vision screening, Dental screening & More.

Wellbeing Management:

Tailored programs for diversified workforce.



Specialty Care:

On-campus/On-call Specialists.

Emergency Care:

Ambulance services, COVID-19 support, Hospitalization assistance, Case triage, and more.

Care Continuum through Telehealth Helpline:

Doctor on-call, Second opinion, Mental wellness counselling, EAP, Smoking cessation programmes & more.

Take the First Step Towards a Healthier Organization

Get in Touch with HCL Healthcare Today!
Together, let's build a healthier future for your organisation.