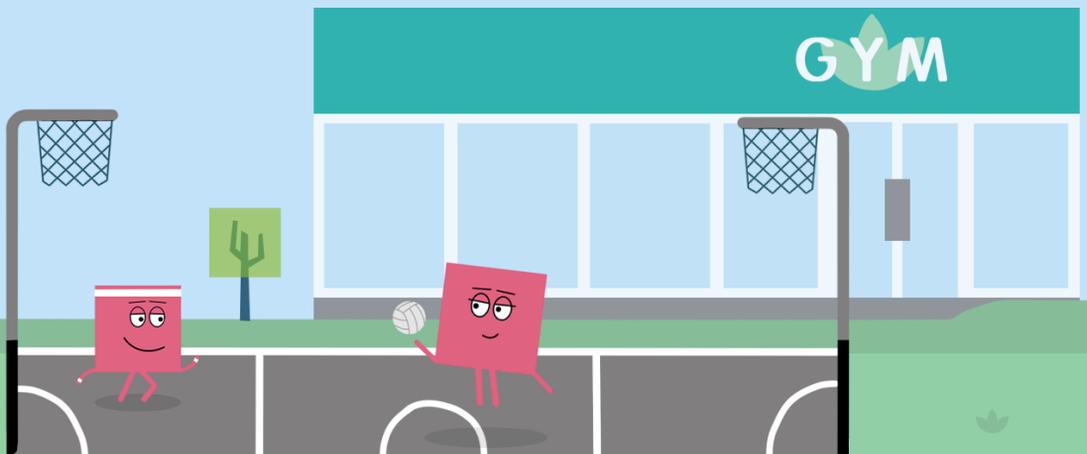


Why wellbeing works



Wellbeing: the state of being comfortable, healthy or happy.

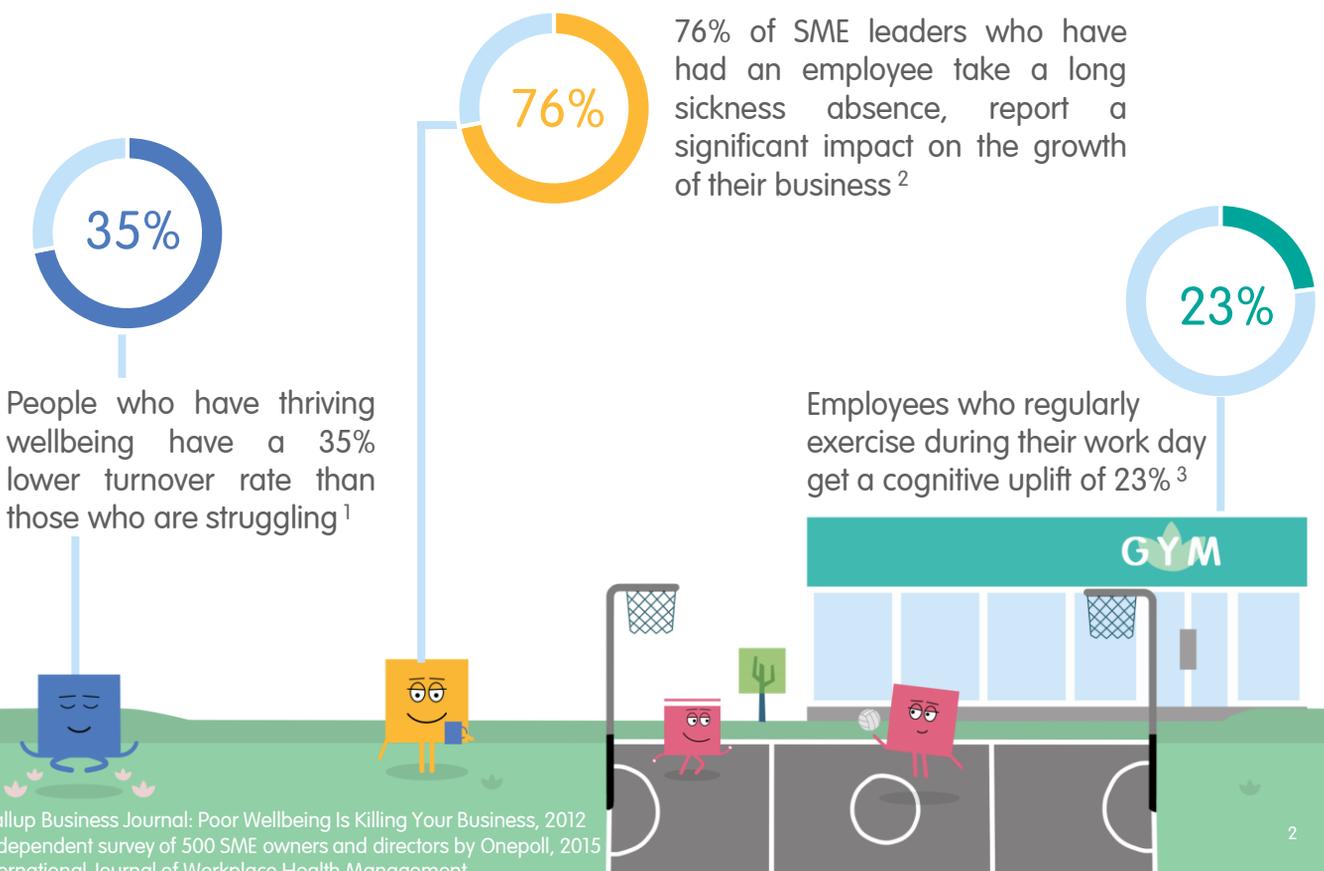
Why wellbeing works

Wellbeing is one of those corporate buzzwords that gets bandied about with gravity-defying ease these days. Is it relevant to small but growing businesses? Does it make commercial sense to focus on how your employees feel? At PES, we think so.

The evidence is mounting that happy employees take less time off sick. In growing organisations where staff often work long hours, burnout is a real risk – so it pays to guard against it.

But it isn't just about warding off trouble and expense. Employees who feel good about coming to work are more productive and engaged. They work harder, contribute more and come up with great ideas.

If you think wellbeing is something that's just for large organisations, think again. PES is uniquely focused on the needs of organisations with up to 1,000 employees. We know how to make wellbeing an accessible, affordable reality for your business.



Three steps to a healthier business.

We start with the basics – where are you now? What concerns you most – staff absences, recruitment, retention? The solution needs to be relevant. There's no point in sending employees off to the gym or to sit in a field and chant 'om' until you know what they really want.

Step 1 – the reality check

The first step is a robust, evidence-based reality check. We ask your employees through focus groups and questionnaires what workplace wellbeing means to them. Being independent means we can ask tough questions and get honest answers, and they will appreciate having their voices heard too.

We then use our research to generate realistic, achievable and measurable recommendations, tailored to your business and your budget.

For example:

- A review of your culture and values
- An audit of policies and procedures
- Training for your line managers
- A look at the benefits you offer staff
- An activity programme, from fitness classes to lifestyle, diet and nutrition advice sessions
- Persuasive, clear employee communications that show how serious you are about their wellbeing

Step 2 – the plan

Next, we create a roadmap. Wellbeing is more than perks and breaks – it has to be built into the DNA of your organisation. Our customised plan will cover not just the activities that your employees appreciate, but also the foundations you need to create a truly productive workplace.

Step 3 – the delivery

Finally, we make it happen. Our extensive network of delivery partners means we can broker great deals for you, whether that's for fitness days, health checks or training courses. We can contribute our own HR, wellbeing and benefits expertise. Our policy is to make it easy for you by acting as your wellbeing co-ordinator – an expert partner focused on delivering a healthy, happy workforce for an outstandingly successful business.

PES

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Why wellbeing works

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Happy people. Happy business