

wellbeingworks®

Healthy people, healthy business



ICAS WELLBEING

Physical and emotional wellbeing impacts directly on the way your employees manage their home and work life. Lifestyle choices such as diet and levels of exercise determine their overall health and ability to deal with stress.

Why wellbeingworks®?

Healthier employees have lower levels of absenteeism and are more motivated to make a positive contribution to your organisation. By promoting health, fitness, nutrition and general wellbeing to your employees and supporting them when they face life's challenges, organisations can expect to enhance performance, increase productivity and by doing so, gain competitive advantage. wellbeingworks® helps you achieve these objectives.



For the employer

wellbeingworks® provides regular utilisation reports and analysis of key organisational data that is benchmarked across industry sectors. Profiling of behavioural and health risks highlights specific areas of concern, while recommendations for a programme of targeted HR and health-based interventions maximise productivity at an individual and organisational level.

For the individual

wellbeingworks® is a dynamic and integrated health and wellbeing programme providing individuals with a portfolio of personal support services whenever and wherever they need them. Free 24 hour telephone support, LifeManagement™ services, face-to-face counselling and access to a comprehensive online health information centre, addressing a wide range of medical and health issues, is available to all employees and their family. A personalised health report, based on information supplied online, is compiled to help each employee manage their own health and wellbeing.

What is wellbeingworks®?

wellbeingworks® is an online and offline personal support programme that integrates all the elements of an AXA ICAS Employee Assistance Programme with interactive health management services.

Offline

LifeManagement™ Services

- A fast confidential telephone service providing help and information on financial issues, legal concerns, child and elder care, consumer rights and general matters.

24 hour freephone number

- Answered 24 hours day and night with access to experienced and qualified counsellors.

Telephone Counselling

- Confidential support on a wide range of topics such as stress, relationships, bereavement and personal issues.

Face-to-face Counselling

- Where further support is required an appointment will be made to meet with an experienced counsellor.

Managerial Consultancy

- Support for managers in dealing with a comprehensive range of personnel related issues.

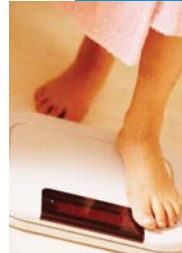
Personal Health Consultants

- Confidential advice from a health care professional on all aspects of health and wellbeing tailored to the individual through their Health Risk Assessment (HRA).
- Ongoing personalised support programme.

Online

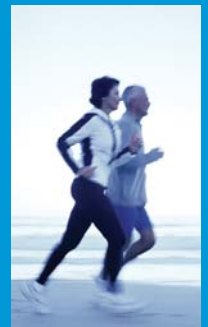
Interactive Online Health Portal

- Completion of the confidential HRA allows personalised support addressing any potential risks.
- Weekly 'Health Bytes' by email.
- Comprehensive medical encyclopaedia.
- Personalised workbooks on potential risks identified through the HRA.



"Work-related stress has overtaken musculo-skeletal disorders as the biggest cause of working days lost through injury or ill health." (HSE)

"Johnson & Johnson's Live for Life® Health & Wellness programme has announced 3:1 return on investment (ROI) for almost 20 years." (eHPM Newsletter)



"Employees in 'poor' health are 20% less productive than those in 'good' health." (IHPM May 2004)

"A reduction in just a single health risk factor can reduce absenteeism by 2% and improve presenteeism by 9%." (2004, Pelletier, Barbara MS; Boles, Myde PhD; Lynch, Wendy PhD)



About AXA ICAS

AXA ICAS is a global provider of employee support and health and wellbeing services that can help you improve morale, reduce risk and deliver increased productivity across your organisation.

Our three core areas are employee assistance and wellbeing programmes, sickness absence management and occupational health. These areas are further supported by our tailored consultancy and training services, which can help you identify behavioural risks and improve performance, and our crisis management services, which can help your organisation prepare for, respond to and recover from critical incidents and trauma.

By choosing us you have the reassurance of dealing with one of the world's leading providers of employee support services. We own and operate businesses in the UK, Southern Africa and Spain and have a network of providers and affiliates covering more than 30 countries across six continents. Together we provide employee support services to more than 1,700 corporate clients, covering 1.8 million employees around the world.

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