

## **Best Practices of 2020 Healthy Workplaces**

### **Thermo Fisher Scientific India Pvt Ltd**

As the world leader in serving science, with annual revenue exceeding \$30 billion, Thermo Fisher's mission is to make the world healthier, cleaner, and safer.

The Organization has consistently focused on employees' safety and well-being. In 2020, they evaluated and impressed upon the individuals' physical, mental, emotional, and financial health through various program interventions. Thus, designed a three-tier program that addressed individuals' needs, family needs, and the overall ecosystem.

An employee assistance program, training sessions on mindfulness, resilience, stress management, and regular communication on self-appreciation through habit formation were some of the programs designed and implemented based on the "need and wants" identified by the Organization. Real-time counseling sessions and medical advice by Medical Professionals through virtual sessions were a huge success. "Asking for help" was encouraged, and employees felt a sense of pride as they contributed towards making the world healthier, cleaner, and safer.

### **Bennett, Coleman & Co Ltd (BCCL)**

Bennett, Coleman & Co Ltd (BCCL) is India's most diversified and profitable media conglomerate with power brands across print & publishing, television, internet, radio, and outdoor domains. The flagship brand, The Times of India, is the world's largest circulating English Daily, and The Economic Times is the world's second-largest circulating English Business Daily.

In 2020, BCCL witnessed the need to infuse more positivity and uplift their employees' morale. Effective communication was the need of the hour as employees were confined to their home's four walls due to the lockdown announced during the pandemic. Therefore, focused efforts were made to make employees and their families aware, informed, and engaged with meaningful program interventions. They were encouraged to spend quality time with their family members and provided opportunities to ensure a balance of mind, body, and soul through counseling sessions, medical advice, learning and development, engagement activities - all virtually touching 13,136 employees and their families.

### **JLL Property Consultants India Pvt. Ltd**

World leader in real estate services, JLL Property Consultants India Pvt. Ltd buys, builds, occupies, and invests in a variety of assets.

With teamwork, ethics, and excellence as their values, employee well-being has been their key priority. Their wellness initiatives focused on creating adequate health care and support systems and seeing each other happy and healthy at work. MY Flex, their in-house health program, offers a range of customized health benefits along with group health care medical policies ranging from medical, personal, and term life insurances. Regular health check-up camps focusing on overall body screening, eye check-up, hair analysis, dental screening, gynecology, etc. were a norm. Talk shows by experts on - workplace ergonomics and lifestyle modification, stress management, signs and symptoms cancer and prevention methods, signs, symptoms, thyroid prevention methods, kidney stones, amongst other aspects.

Their employee assistance program, "SANTULAN" encouraged employees to reach out for professional counseling and personal life issues. They also introduced ZOOJOOBEE- a game-based social wellness platform, to inspire employees to inculcate healthier habits.

### **Infoblox**

Infoblox is an IT automation and security-based company based out of Silicon Valley. Recognized as the top 25 cybersecurity companies of 2019, Infoblox's commitment towards employees' health and well-being is mirrored in their belief - "Your Health Matters to Us. Get Fit Eat Right and Stay Happy".

COVID 19 brought in new areas of focus for the Organization. Through concentrated efforts, one-on-one connect with employees, strengthening the robust internal support system, separate communications portal for COVID 19, leaders' messages, and video updates - the employee sentiment reflected positive emotions. Several engagement interventions ranging from video contests on fitness, yoga workout sessions, and mindfulness series - 5 days of gratitude - were received very well.

### **Aurus Tech India Pvt. Ltd**

Aurus is a global leader in servicing payment processors, retailers, healthcare, digital marketing providers, and innovative, leading-edge software solutions.

They initiated a structured, outcome-driven employee health and wellness program called "Aatman" that emphasized physical, emotional, social, spiritual, intellectual, and mental well-being.

Initially, a survey was conducted to gauge the employees' challenges. The results became the foundation of the overall program, comprising various activities such as yoga, nutrition, cycling, marathon, and mediation sessions. Keeping the overall nutritional aspect in perspective, the cafeteria menu was re-worked under a nutritionist's guidance to help employees make healthy food options in their daily routine. Awareness and habit formation programs like "No figure challenge" and "No elevator/escalator challenge" further helped individuals understand the wellness program's importance. For employee ease and convenience, an in-house app was introduced to encourage the employee to imbibe health and well-being in their routine. This helped the employees participate in various activities and allowed the organization to "nudge" the employee towards health and well-being.

### **Rubrik**

Rubrik helps enterprises achieve data control to drive business resiliency, cloud mobility, and regulatory compliance. The Organization firmly believes that people are its key assets and must be looked after. Apart from other aspects, the Organization focused on the health and well-being perspective and identified two focus areas: ensuring an ergonomically efficient workplace and promoting proper food habits.

They initiated various interventions, including a hundred percent tight adjustable desk and highly customizable ergonomic chairs to maintain the correct posture. Installed air filters, monitored indoor air quality, and made infrastructure changes to enhance the workplace's quality of life. Additionally, to promote proper eating habits, healthy food options were provided at the cafeteria and pantry. Awareness and informative campaigns to educate

individuals about calorie count were launched, followed by nutrition talks to highlight the importance of eating right.

Exercise slots, day breaks, and other interventions helped employees break the monotony of everyday work life. A food safety consultant was present in the office to further assist the employee to eat right.

As lockdown was announced, employees were asked to work from home as a safety measure, and ergonomic chairs were provided at their residence for their comfort. To maintain a sense of calm and connection, Leadership Team, Managers, and HR ensured regular virtual connect. Doctor consultation via App, online learning sessions to manage stress, yoga, meditation, and Zumba classes were arranged to encourage employees to take personal time off and follow a strict work schedule.

This and more to ensure and encourage the health and well-being of employees and their families.

### **Ratnabali**

A financial investment company, Ratnabali consistently works towards the safety, security, and mental well-being of its employees. As the pandemic struck, the Organization immediately appointed a special team to ensure that basics were in pace - consistent temperature check of all staff, mandatorily wearing a mask, sanitizing premises and footwear every day, placed hand sanitizers at all common places within the office and so forth.

Additionally, bio-scanners were deactivated, and employees were encouraged to use the staircase instead of the elevator to ensure contactless movement. Further, group gatherings were discontinued, and virtual meetings were encouraged. Immunity boosters (herbs) were provided to all employees and ready reckoners that gave details of nearby medical facilities. This was truly helpful and proved that each step counts.

### **Medi Assist**

Medi Assist is India's largest third-party administrator who offers health benefits administration services including pharmacy benefits, cashless claims management, and a host of outpatient services to corporates and individuals under the brand name of Medi-buddy. While extending services to the corporates ensures the health and well-being of its employees and families. The company extends protection from posture-related issues by conducting floor-level training sessions on ergonomics with a doctor evaluating the posture of employees.

During the pandemic, Medi Assist designed a special workplace under economic standards. Regular online sessions on work-life balance by renowned psychiatrists, COVID helpline to address employees' queries and provide support were effective interventions. Online yoga and meditation courses consistently while providing flexible working hours and work from home options. They proactively revised the travel policy, introduced various methods of sanitizing the offices including UV light in the HVAC system, weekly fumigations, and ensured social distancing. These were further monitored through CCTV cameras to keep a check on safety procedures across locations.