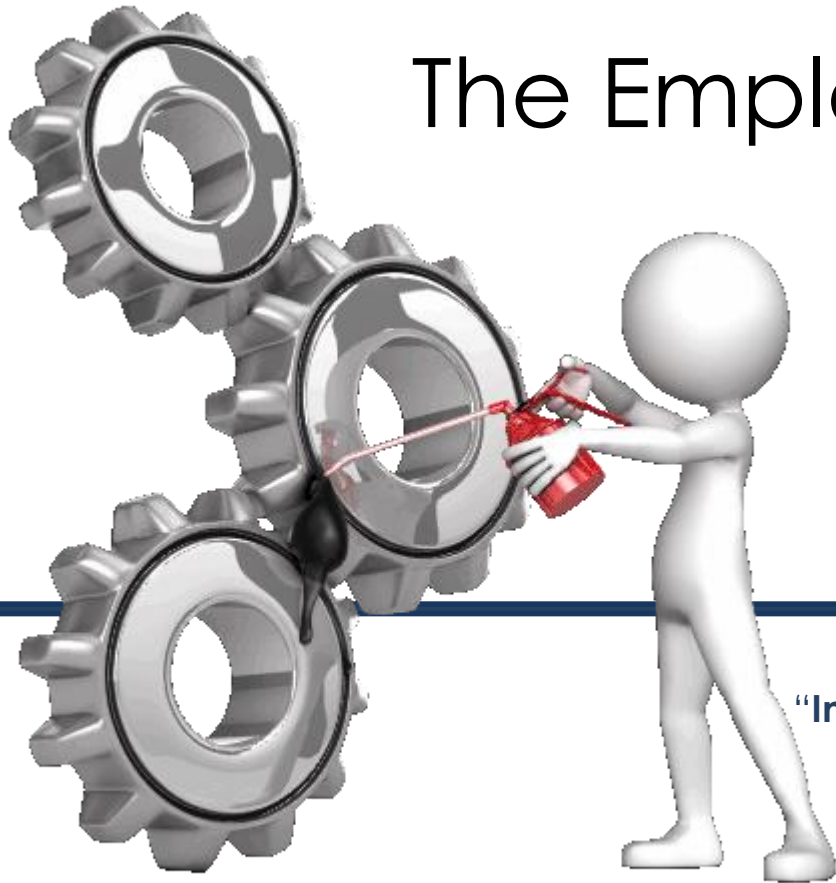

The Employee Care Approach

7th June 2018



“Increasing Workforce Participation”

WCD

The Model

Business Analytics

- Detailing the cost of absence
- In-depth absence analytics
- Formalising a business case

Organisational Profiling

- Micro level review of systems supporting employment and employee health
- Sense of Safety Survey (psychological and physical)

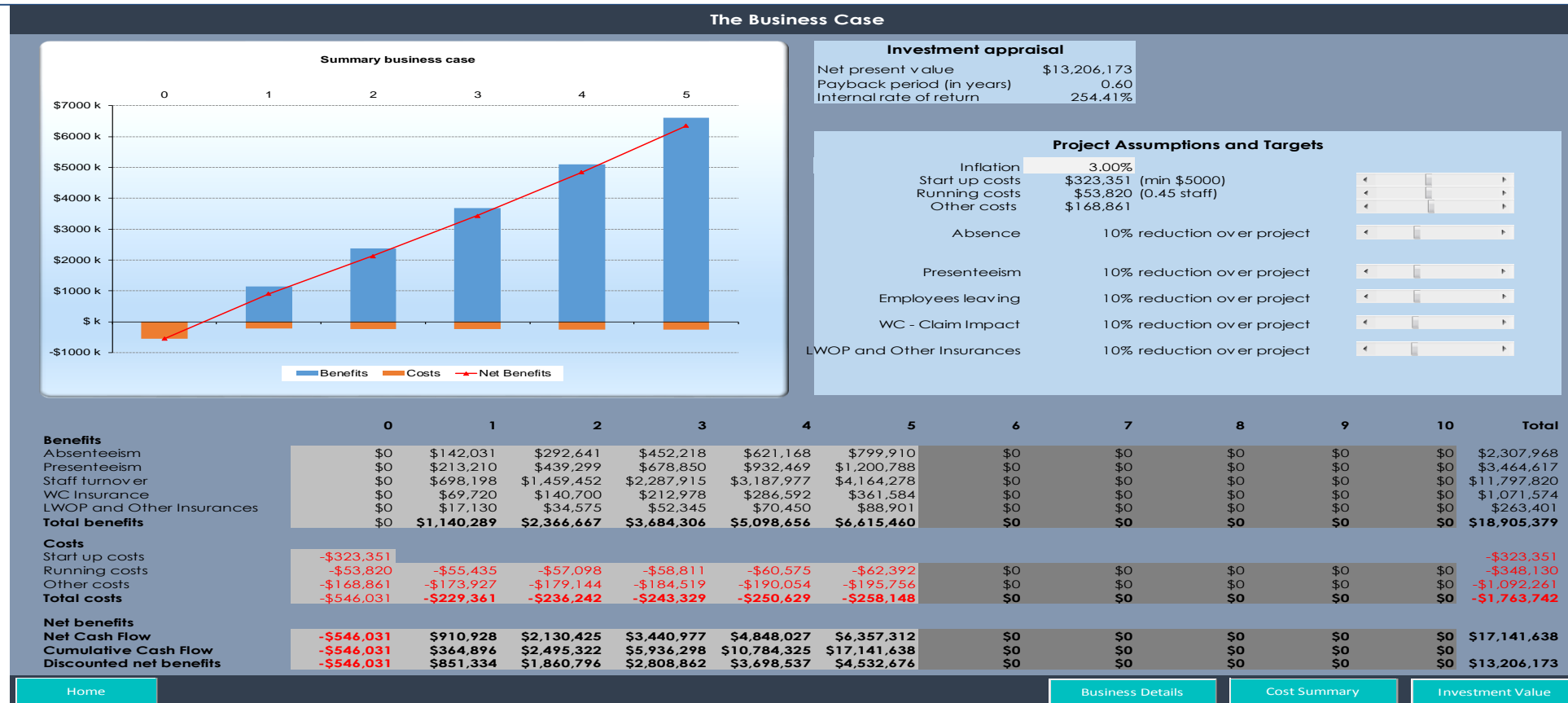
Mature Workforce Solutions

- Job design and re-design
- Job observation report
- workshops designed to facilitate long term planning;
 - >45 y/o

- Access as an end to end solution, or via modular approach using interim review processes to assess findings and recommendations before moving to the next stage.
- Single site or multi jurisdictional and geographic application.

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Analysing R.O.I.



Understanding true costs and what the return on investment is in achieving realistic targets creates an environment in which business planning and budgets can be agreed.



Mature Workforce Seminars

- Focus of the seminar
 - Target audience is 45 years age plus.
 - Allows time for future planning focussing on
 - Personal wealth
 - Personal Health
 - Future Work Intentions
 - Planning for every eventuality
 - Fosters personal responsibility.
 - Facilitates future workforce planning by Employer.

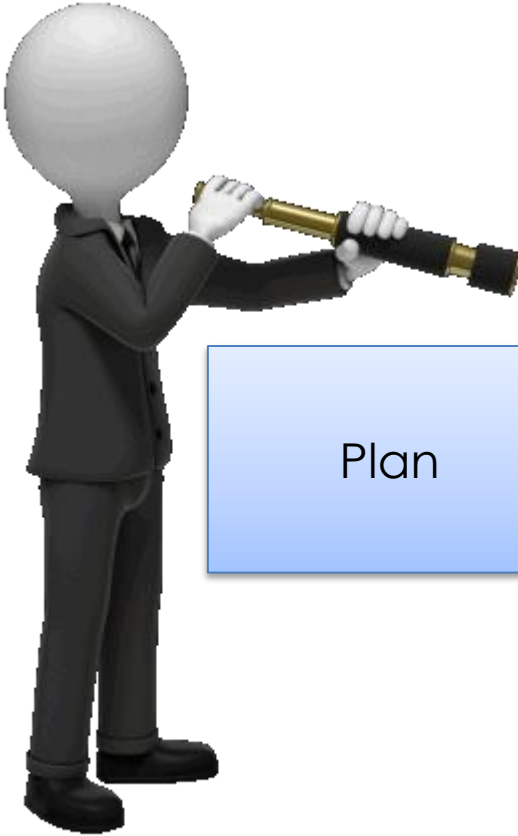


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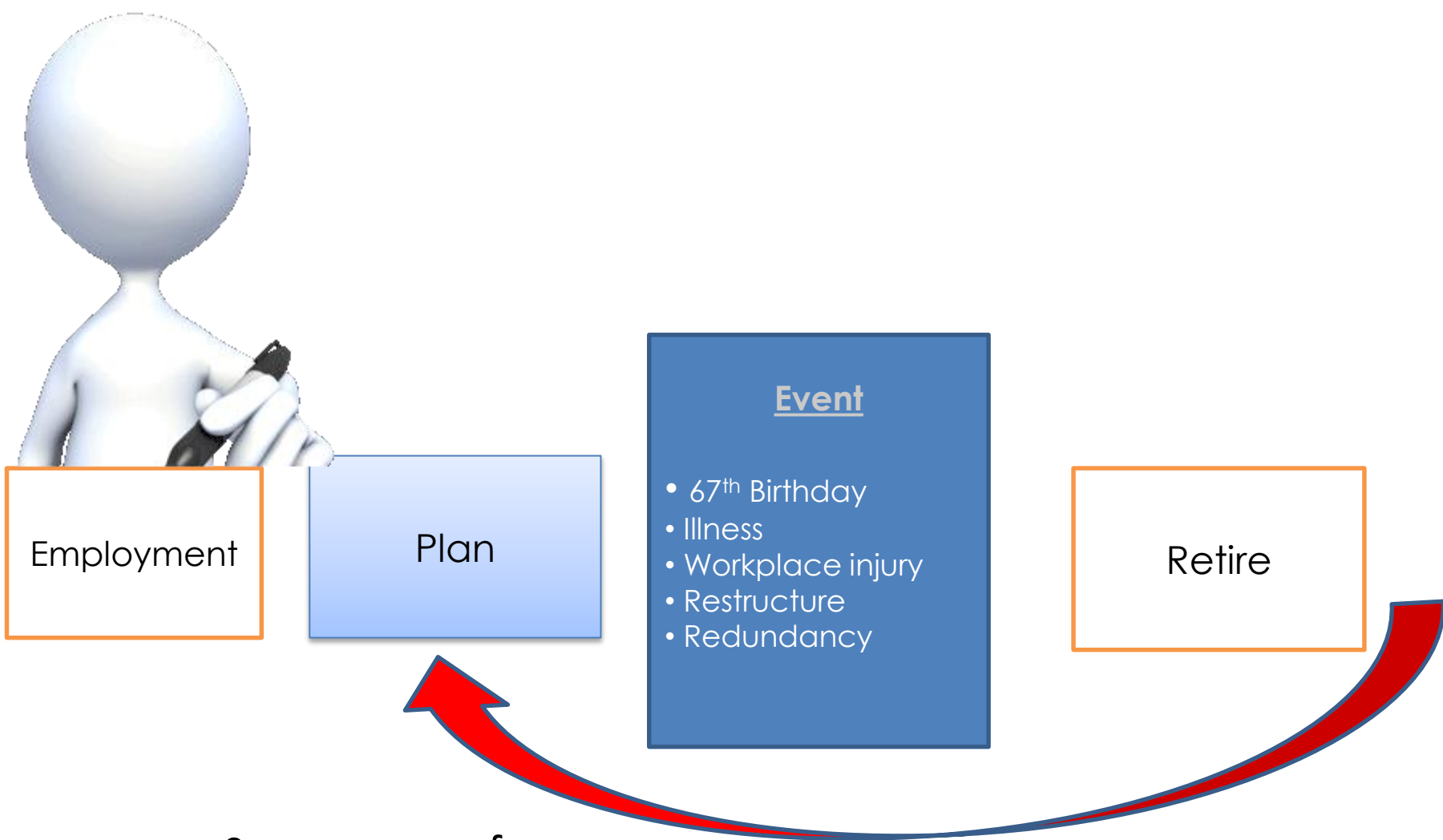
Employment

- Event
- 67th Birthday
 - Illness
 - Workplace injury
 - Restructure
 - Redundancy

Retire



Plan



- Better manage & prepare for our future
- Those of us who do this well are the happiest.

Health

- 0% had a life plan which took into consideration anything other than finance.
- 5% had considered the impact of their long term health on a happy old age.
- Physical Health
- Mental Health
- Brain Health



How many of you have a Life Plan?

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Work Is Good for Us!

- Consider what work looks like over the next 10 – 15 years.
- Retirement is not an end date but an opportunity to consider something new.
 - Job redesign
 - Upskilling & Training
 - “Seniorpreneur”
- 70% did not see themselves doing the same job in 10 years, but had not considered how to transition into the future.



Relationships & Learning

- Social Connections



- Learning all our lives...



Wealth

- 95% don't know how much is in their Super funds or at best have a "rough" idea.
- 90% confused retirement with eligibility to access the Age Pension.
- Reality is we will retire when we can afford to.
 - Transition to retirement
 - Using taxation and Super to fund retirement or flexible working.
 - Create an individual wealth strategy.



Programme Outcomes

- 90% rated the session as Excellent or Exceptional.
- 85% agreed they had learned something which assisted with future planning.
- 100% agreed they would encourage other staff to attend these sessions.
- Feedback
 - *“A good point about thinking what your health and work will look like and aligning your wealth strategy.”*
 - *“So glad I got the opportunity to spend the time planning for myself and my family.”*
 - *“They should be teaching this in schools.”*
- 100% indicated they would engage in financial planning and discuss future work options with their employer.



What have I learned?



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