

How employee health and wellbeing can be the solution to HR challenges.



To build a high-performing workforce and a culture that motivates it, today's HR teams grapple with four challenges:



HR teams need to fill vacancies and keep positions filled with engaged employees. So, what's the strategy? **It starts with prioritizing employee wellbeing.** Here's how:

Recruitment

Attract the right talent.

When it comes to recruitment, benefits can make or break a hire.



That means building a strong benefits package can be key—but it's not the only component of an attractive offer.

Job seekers are looking for **two main things** when evaluating a potential employer:



1 Health coverage

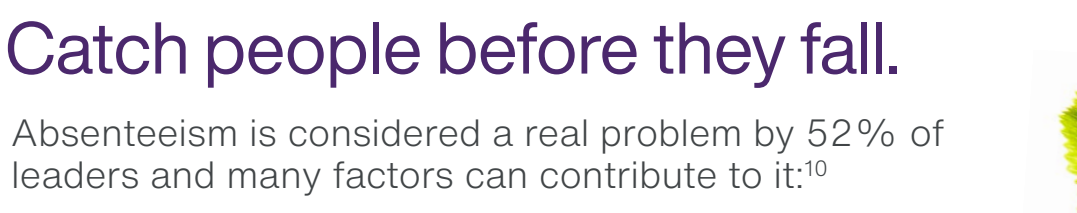
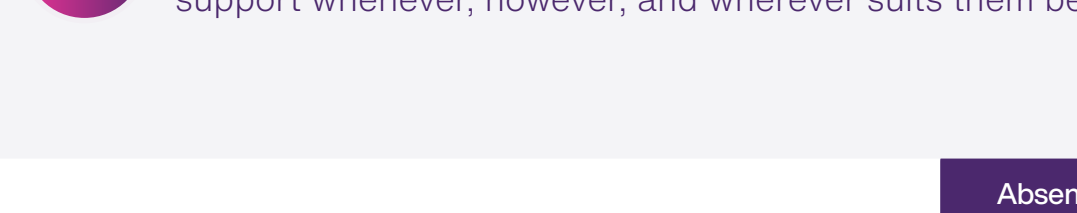
This is so important that **77% of employees would consider switching jobs** for better support for health and wellbeing.⁶

When it comes to health coverage, these are the **top categories of coverage employees seek:**⁷

- Healthcare
- Mental health support
- Vision
- Dental
- Prescription medication

2 People-first policies

Work environment and culture have impacts on workers' health, and employees value when their workplace acknowledges their unique needs and enables them to thrive.

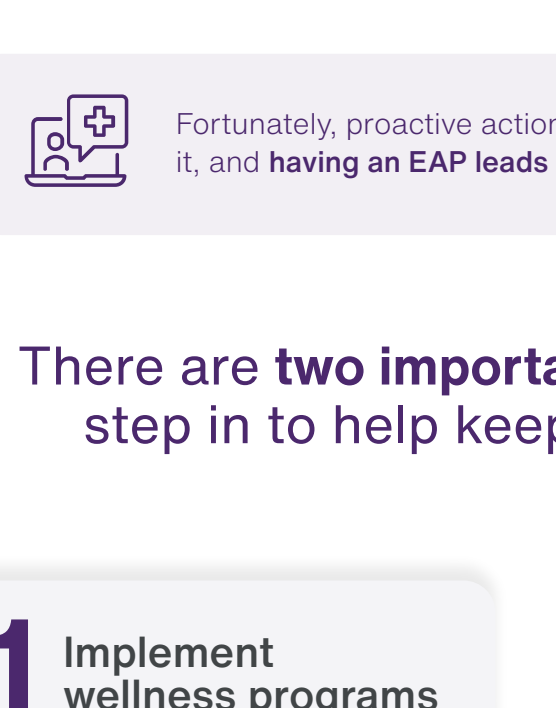


Virtual care can help satisfy employees' desire for flexibility, allowing them to receive primary care and mental health support whenever, however, and wherever suits them best.

Absenteeism

Catch people before they fall.

Absenteeism is considered a real problem by 52% of leaders and many factors can contribute to it:¹⁰



49% of workers are burned out.¹¹

30% of short- and long-term disability claims are for mental health problems.¹²

Fortunately, proactive action by employers can help reduce it, and **having an EAP leads to a 69% drop in absenteeism.**¹³

There are **two important ways** employers can step in to help keep employees at work:

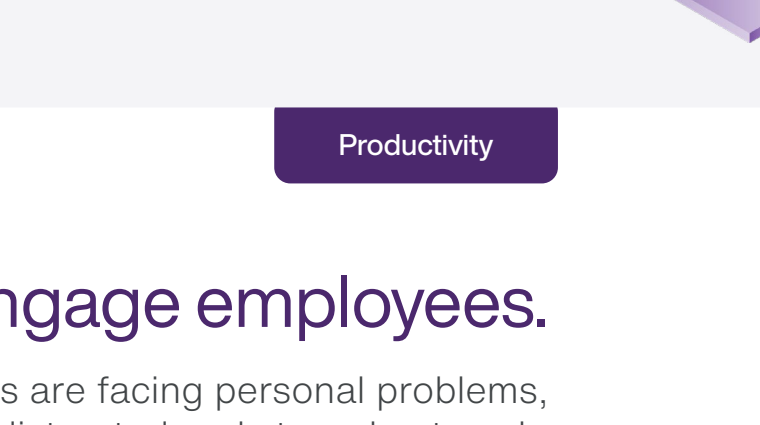
1 Implement wellness programs

2 Offer an EAP



72% of HR professionals observe employee health after implementing wellness programs.¹⁴

65% of HR professionals observe a reduction in health-related costs after implementing wellness programs.¹⁵



10% of employees observe a decline in workplace distress when they have an EAP.¹⁶

24% of employees observe an increase in life satisfaction when they have an EAP.¹⁷

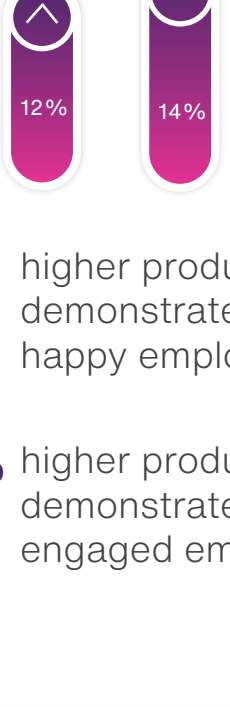
Productivity

Engage employees.

When employees are facing personal problems, they may be distracted and struggle at work.

Engagement and productivity go hand-in-hand:

What keeps employees engaged and empowers them to perform?



12% higher productivity demonstrated by happy employees.¹⁸

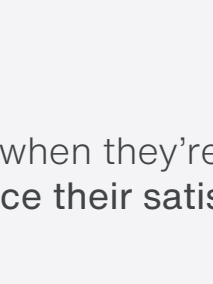
14% higher productivity demonstrated by engaged employees.¹⁹



30% want their organization to **actively champion employees** taking their full allotment of paid time off.²⁰



32% want **explicit encouragement** from their leaders and managers to take care of their health.²¹



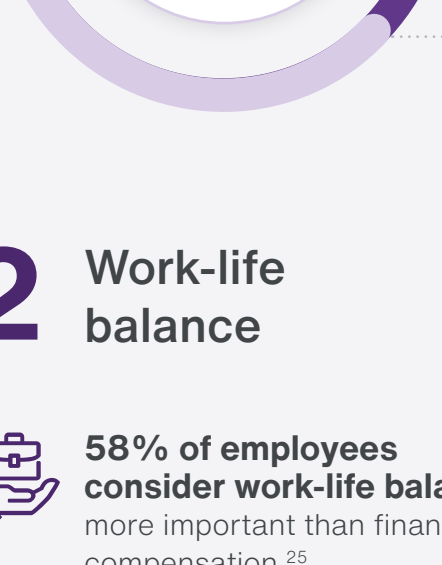
37% want mental health resources.²²

Retention

Foster fulfilment.

Employees don't look for new work when they're satisfied with their jobs. **Two of the factors** that influence their satisfaction include:

1 Support from employers



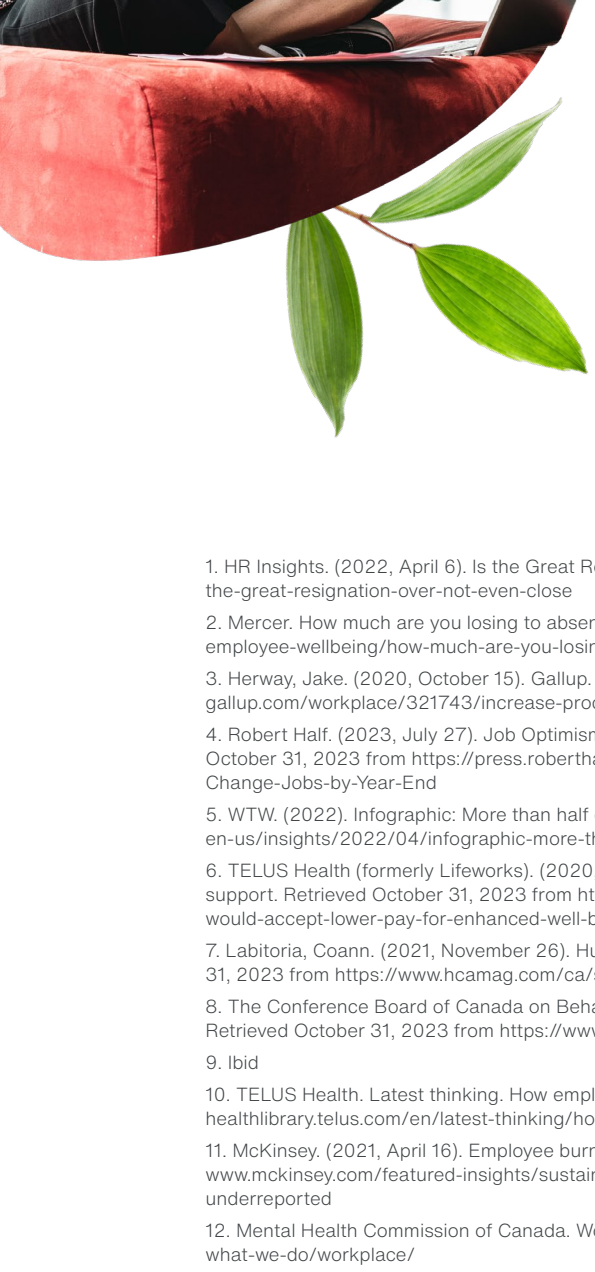
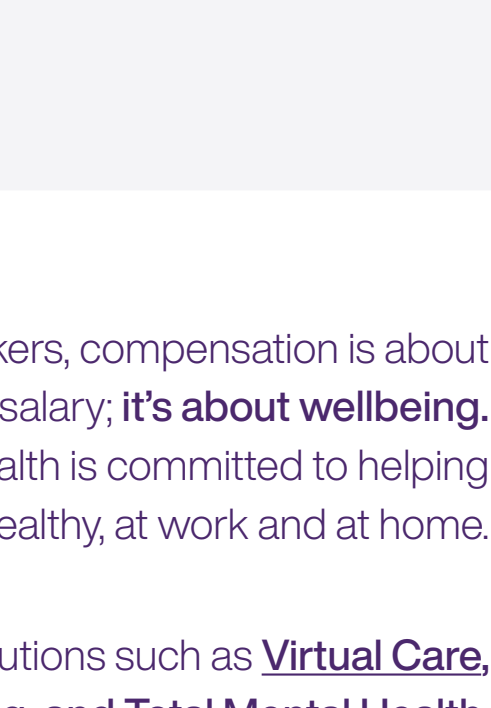
86% of HR professionals believe better employee mental health support can improve retention.²³

35% of employees would prefer mental health benefits to higher pay or salary.²⁴

2 Work-life balance

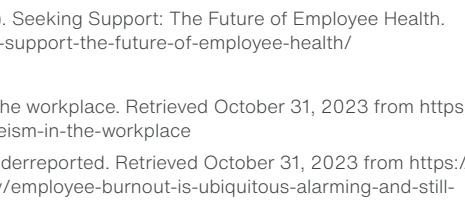
58% of employees consider work-life balance more important than financial compensation.²⁵

28% of employees place the highest value on ancillary services related to wellness, such as yoga and meditation.²⁶



For today's workers, compensation is about more than salary; **it's about wellbeing.** TELUS Health is committed to helping employees stay healthy, at work and at home.

With solutions such as **Virtual Care, Wellbeing, and Total Mental Health,** TELUS Health offers a range of services that can help support the entire business.



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